



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 300236

Registered Nurse

Regional Profile

The Pilbara is WA’s second most northern region, defined by the Indian Ocean to the west and the Northern Territory border to the east. The Kimberley Region lies to its north across the Great Sandy Desert and the Pilbara’s southern reaches border the Midwest and Goldfields regions. The region covers a total area of 507,896sq km (including off short islands). Most of the inhabitants are located in the western third, whereas the eastern third is largely desert with few inhabitants. Today the Pilbara economy is crucial to the State, providing 2 of the State’s largest export revenue earners – iron ore and liquefied natural gas.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity

We bring honesty, collaboration and professionalism to everything that we do.

Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate overview

The Pilbara Nursing and Midwifery Service is committed to the care of our patients and the improvement of the health of our community despite the many challenges of their remoteness and isolation. Employing a large number of registered nurses/midwives, enrolled nurses, nurse practitioners, clinical nurse specialists, assistants in nursing, Aboriginal Health Workers and Aboriginal Health Practitioners; we value our workforce and are committed to creating opportunities for continuous learning, mentorship, skills specialisation and career progression within staff development, nursing and midwifery research and nursing management and leadership.

The Pilbara region includes Hedland Hospital, Karratha Hospital, Newman Hospital, Roebourne, Onslow, Tom Price and Paraburdoo Hospitals, Marble bar and Nullagine Health Centres as well as a range of Aboriginal Community Health Clinics, Community and Public Health Nursing services, Mental Health and Drug Services. Nursing in rural and remote areas can be rewarding and challenging. The Pilbara Nursing and Midwifery Service is committed to the care of our patients and the improvement of the health of our community despite the many challenges of their remoteness and isolation.

Our Directors and Coordinators of Nursing and Nursing/Midwifery service Managers and Regional Nurse Managers are key people who are accountable for overseeing the highest standard of care and professional conduct. These roles are there to support you in your practice and in your professional development and I encourage you all to participate actively in your own development, and that of others.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	300236	Registration Date:	19 October 2022
Classification:	RN Level 1	Location:	Hedland Health Campus – Pilbara
Award / Agreement:	Nurses & Midwives Agreement		
Organisational Context:	Nursing Services		

Position Overview

The primary responsibility of the Registered Nurse is to deliver comprehensive, evidence-based nursing care for patients within the scope of practice of a Registered Nurse.

Reporting Relationships

Responsible to:

Clinical Nurse Manager – Dialysis
SRN Level 3
300223



This position:

Registered Nurse
RN Level 1
300236



Positions under direct supervision:

Nil

Other positions reporting to this position:

300224 – Clinical Nurse
200236 – Registered Nurse
300235 – Enrolled Nurse



Key Duties/Responsibilities

1. The Registered Nurse will:

- 1.1. Maintains national competence for Registered Nurses to practice in accordance with the Nurses and Midwifery Board of Australia.
- 1.2. Responsible and accountable for patient safety and quality of care through planning, coordination, performing, facilitating and evaluating the delivery of patient care in the practice setting.
- 1.3. Provides high level evidenced based nursing care within the scope of nursing practice decision making framework, following clinical pathways, policies, procedures and adopting a risk management customer focused approach in patient care.
- 1.4. Coordinate multidisciplinary services to ensure a high standard of customer focused health care delivery.
- 1.5. Identifies patient education needs and implements appropriate teaching, including coordination of patient education programs.
- 1.6. Plans and facilitates nursing activities and performs the role of shift coordinator (commensurate with experience) as required.
- 1.7. Fulfils Nations governing Safety and Quality Health Services Standards requirements including but not limited to:
 - a. Participating in continuous safety and quality improvement actions, such as audits, reviews and drills that result in improvements to patient care, staff knowledge or the consumers experience and that align with actions described within the standard.
 - b. Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities.
 - c. Ensuring records and statistics are kept in accordance with established procedures.
 - d. Responsible for ensuring self and staff are provided with the opportunity for a professional development discussion, at least yearly.
- 1.8. Participates in unit based decision-making and supports the achievement of unit, hospital, regional and WA Country Health Services objectives.
- 1.9. Facilitates others in their development of competencies and organisational skills including performance management of designated nursing personnel.
- 1.10. Be accountable for the safe, efficient and effective use of resources, including assisting with forward planning for the unit.
- 1.11. Promotes education activities including but not limited to orientation, preceptorship, supervision and validation.

2. Other

- 2.1. Other duties as required.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and experience in the delivery of evidenced based nursing care within the Dialysis setting.
3. Demonstrated competence in planning, coordination and decision making within the Dialysis setting.
4. Demonstrated ability to function as a team leader and team member.
5. Demonstrated effective communication (written and verbal) in interpersonal skills including negotiation and conflict resolution skills.
6. Demonstrates incorporation of quality and risk management principles within practice.
7. Demonstrated digital capability to enable access and use of available technology for safe patient care and information availability.
8. Current knowledge of legislative and policy obligations for Nursing practice.

Desirable

1. Possession of or progression towards an appropriate post-graduate qualification.
2. Knowledge of current health issues and the organisational culture of rural health services.
Current knowledge and commitment to Equal Opportunity, Disability Services and Occupational Safety and Health in all aspects of employment and service delivery.

Appointment Pre-requisites/Allowances

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Successful Working With Children Check
- Evidence of a current C or C-A Class driver's licence

Allowances where applicable: District Allowance, Annual Leave Travel Concession, one-week additional annual leave for above the 26th parallel, air-conditioning subsidy.

**WA Country Health Service
Pilbara**

19 October 2022

REGISTERED