



HSS Registered

Registered Nurse

Position Details

Position Number: Various
Classification: RN Level 1
Agreement: Nurses and Midwives Agreement
Directorate: Acute Services / Surgical Services / Cancer, Imaging & Clinical Services / Specialty & Ambulatory Services
Department: Various
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:

Various	Nurse Managers	SRN Level 3
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Positions under direct supervision:

Nil

Primary Purpose of the Role

Under the direction of the relevant Senior Registered Nurse(s) practises as a Registered Nurse in keeping with the Australian Nursing and Midwifery Board Registration Standards and Nursing Practice Decision Flowchart. Provides comprehensive evidence-based nursing care to patients as part of a multidisciplinary team. Upholds and functions within the core values of the organisation and nursing values of Care, Respect, Innovation, Teamwork & Integrity.



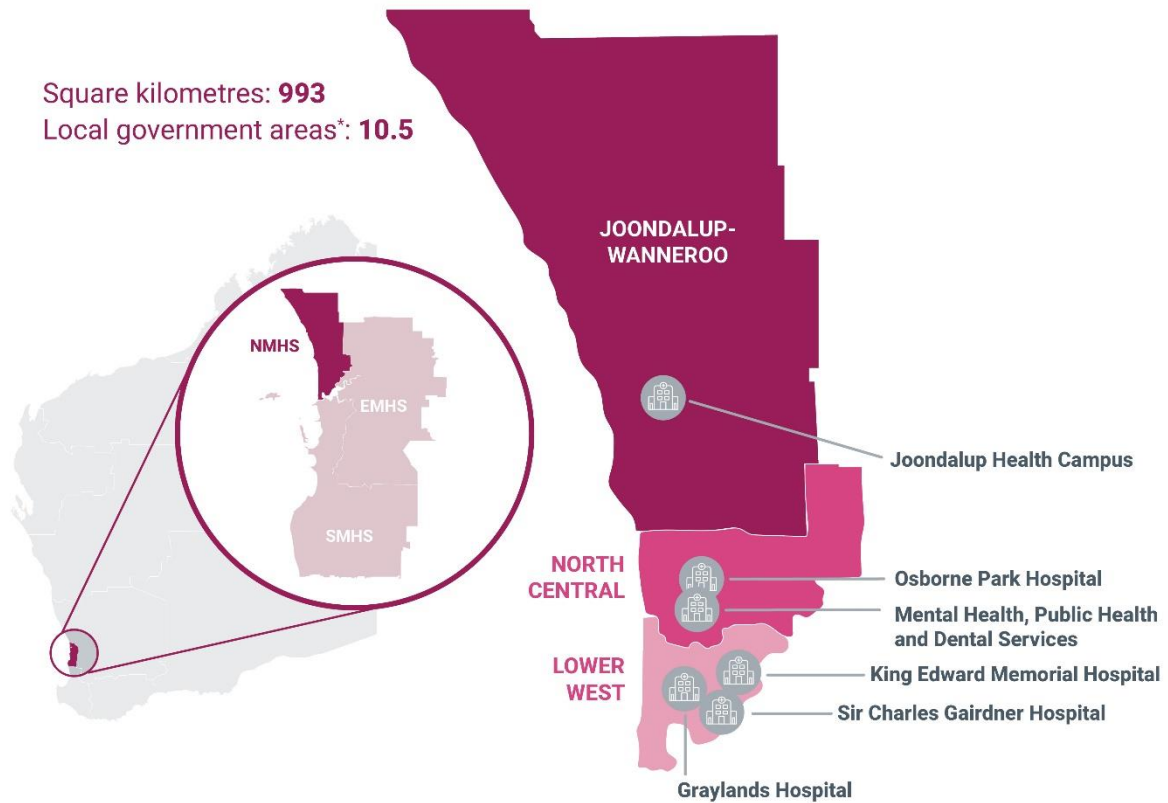
Vision

A trusted partner, delivering excellent health care for our people and our communities.



Mission

To promote and improve the health of our people and our communities.



North Metropolitan Health Service

Since our establishment in 2016, NMHS has embraced best practice to deliver improved clinical outcomes in the face of rising challenges for all healthcare providers. With a budget of \$2.16 billion and 8,917 full-time equivalent (FTE) staff, we serve a population of 736,907 people (about 28% of Western Australia's total population) within a catchment area of almost 1,000 square kilometres. The population we serve is projected to increase by 17% between 2021 and 2031, and the number aged 65 years and older will increase by 41% over the same period. NMHS provides a comprehensive range of adult specialist medical, surgical, mental health and obstetric services in WA, delivered across three tertiary hospitals and two secondary hospitals, all fully accredited. NMHS oversees the provision of contracted public health care from Joondalup Health Campus operated under a public-private partnership. A range of statewide, highly specialised multidisciplinary services is offered from several NMHS hospital and clinic sites.



Our values



Care

We show empathy, kindness and compassion to all.



Respect

We are inclusive of others and treat everyone with courtesy and dignity.



Innovation

We strive for excellence and are courageous when exploring possibilities for our future.



Teamwork

We work together as one team in a spirit of trust and cooperation.



Integrity

We are honest and accountable and deliver as promised.

Please refer to [NMHS Values – Organisational/Individual Behaviours](#) for information on individual behaviours that reflect the organisation's values.

Our strategic priorities

We are focussing on six strategic priorities for the 2020-2025 period:



Enabling healthy communities

We build healthy and engaged communities



People-centred care

We will place our consumers' and their carers' best interests and experience at the core of all we do



Integration and connection

We will build strong connections and partnerships



Innovation and adaptive models of care

We will use research and technology to improve outcomes



Trusted, engaged and capable people

We will invest in our people and our culture



Sustainable and reliable

We will reduce harm, waste and unwarranted variation



Key Accountabilities (in order of importance)

1. Leadership

- 1.1 Accepts responsibility for the delivery of safe, quality nursing care
- 1.2 Acts as a clinical resource for registered and enrolled nurses in the management of patient care
- 1.3 Is a role model and contributes to interdisciplinary team functioning and decision making
- 1.4 Communicates effectively with patient, family and health professionals to facilitate provision of care
- 1.5 Advocates for patients, families and carers to ensure individual rights are acknowledged, respected and protected

2. Empowerment

- 2.1 Subscribes to own personal and professional development through ongoing education and performance review
- 2.2 Participates in the required hours of continuous professional development to meet eligibility standards for registration with the Nursing and Midwifery Board of Australia
- 2.3 Facilitates the personal and professional development of others through support, preceptorship and mentoring
- 2.4 Undertakes the clinical supervision and development of new and undergraduate nurses

3. Professional Practice

- 3.1 Provides competent, quality nursing care informed by best practice and National Safety and Quality Healthcare Standards
- 3.2 Assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team to improve health outcomes
- 3.3 Delegates aspects of care to others according to their competence and scope of practice
- 3.4 Practises within relevant legislative and regulatory requirements in accordance with organisational policy and guidelines
- 3.5 Uses healthcare resources effectively and efficiently to promote optimal nursing and health care
- 3.6 Provides emotional support to patients/significant others using appropriate resources
- 3.7 Participates in ward rounds, multidisciplinary team and patient/family care meetings as required

4. Innovation

- 4.1 Supports and participates in local department quality improvement, risk management and best practice activities
- 4.2 Supports and participates in nursing and healthcare research to promote evidence-based practice
- 4.3 Participates in the continuous quality process to monitor, evaluate and improve patient safety and satisfaction with care

5. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- 5.1 Reflect the NMHS values in the way you work, behave and make decisions.



6. NMHS Governance, Safety and Quality Requirements

- 6.1 Participates in the maintenance of a safe work environment
- 6.2 Participates in an annual performance development review
- 6.3 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards
- 6.4 Completes mandatory training (including safety and quality training) as relevant to role
- 6.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 6.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act

7. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia
2. Demonstrates relevant clinical skills
3. Demonstrates effective communication and interpersonal skills
4. Identifies work related problems and determines appropriate interventions and evaluates outcomes
5. Participates in and supports nursing and multidisciplinary team processes and goals
6. Demonstrates ability to adapt to changes in the workplace (including clinical situations)
7. Describes key quality improvement & risk management concepts and demonstrates best practice principles

Desirable Selection Criteria

1. Recent experience in nursing specialty related to vacancy
2. Current knowledge and commitment to equal opportunity in all aspects of employment and service delivery

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Integrity Check
- Successful Pre-Employment Health Assessment



Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:

