



Clinical Nurse

Position details

Position Number:	00005854
Classification:	RNM Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 6 - Neonatology
Department:	Neonatology
Location:	King Edward Memorial Hospital / Perth Children's Hospital

Reporting relationships

This position reports to:

00013827	Clinical Nurse Manager	SRN4
00006519/00006219	Clinical Nurse Consultant	SRN4
00006219	Clinical Nurse Consultant	SRN4

Positions under direct supervision:

Nil.

Key Responsibility

Responsible for the standards of nursing care delivered in a ward or unit; the coordination of care to a group of patients; the provision of clinical teaching and the development and implementation of quality improvement activities.

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children’s Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children’s Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State’s universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives

				
Care for children, young people and families	Provide high-value healthcare	Collaborate with our key support partners	Value and respect our people	Promote teaching, training and research

Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

Compassion I treat others with empathy and kindness	Excellence I take pride in what I do, strive to learn and ensure exceptional service every time	Collaboration I work together with others to learn and continuously improve our service	Accountability I take responsibility for my actions and do what I say I will	Equity I am inclusive, respect diversity and aim to overcome disadvantage	Respect I value others and treat others as I wish to be treated
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Summary of accountabilities

Practices in accordance with the Australian Nursing & Midwifery Council Professional Practice Framework, in particular the ANMC National Competency Standards for a Registered Nurse.

- Expertly assesses, develops, implements, monitors, evaluates and documents planned nursing care for neonatal patients, including discharge and follow-up care.
- Acts as an advocate for patients and families and collaborates with them and other members of the health care team to achieve health goals.
- Demonstrates competence in the planning and delivery of complex care to patients and their families.
- Liaises with members of the multi-disciplinary team to resolve complex patient problems and evaluate care.
- Co-ordinates the daily activities of the unit/ward.
- Completes nursing documentation as per the health service/hospital standards and policies.
- Participates effectively as a member of the multi-disciplinary team and fosters continual development of the team to provide expert services.
- Supervises and acts as a resource for staff in the assessment of patients, development of care plans, implementation and evaluation of nursing care.
- Accepts responsibility for own learning and professional development through ongoing education and performance review.
- Participates in multi-disciplinary decision making and contributes to the achievement of unit/ward objectives.
- Facilitates the development of staff in clinical competencies, organisational skills and by participating in their performance review.
- Facilitates the unit/ward based clinical education program by active involvement in planning and presentation of orientation, preceptorship and other learning activities.
- Actively contributes to nursing research to promote evidence based practice and continuous quality improvement.
- Accountable for the delivery of safe standards of care as defined by health service and hospital policy and practice, clinical protocols, and the ANMC [Registered nurse standards for practice](#).
- Accountable for the safe, efficient and effective use of resources.

CAHS governance, integrity, safety and quality requirements



- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe working environment in consultation with employees under their supervision.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Work Health and Safety Act (WA) 2020*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.



Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced clinical knowledge and recent experience in the delivery of evidence based nursing care within the relevant practice setting
3. Demonstrated advanced skills in verbal and written communication, negotiation and interpersonal skills.
4. Proven ability to take a leadership role within a team and/or function independently.
5. Proven ability to assess learning needs and individualise teaching sessions for staff and families.
6. Sound knowledge of nursing standards and commitment to excellence in patient care demonstrated by ability to undertake quality improvement activities and implement evidence based practice.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment and service delivery.

Desirable selection criteria

1. Recognised post graduate education/certificate in neonatal intensive care nursing.
2. Computer literacy.

Appointment to this position is subject to the following:

- 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 in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.

Certification

Created on	Last Reviewed	HSS Registered
Insert date	Insert date	1/06/2023

I verify that the details in this document are an accurate reflection of the requirements of the position.

_____	_____	_____
Manager / Supervisor	Signature or HE Number	Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

_____	_____	_____
Occupant Name	Signature or HE Number	Date

