



# Job Description Form



GOLDFIELDS

Landscape Photos: Tourism Western Australia

## Position Title

Position number: 601803

**Clinical Nurse**

## Regional Overview

The Goldfields region of the WA Country Health Service covers the Goldfields-Esperance Region of Western Australia. The region is located in the south eastern corner of Western Australia and covers 770,488 sq km (including offshore islands). The WA Country Health Service Goldfields consists of two main health campuses located in Kalgoorlie & Esperance, and three smaller hospitals located in Laverton, Leonora and Norseman. The Goldfields is a culturally rich region with a number of Aboriginal communities spread out across the region, 16 distinct Aboriginal language groups and an Aboriginal population that represents 12.3 per cent of our total population, with 1 in 10 people, on average, identifying as Aboriginal – this in comparison to the state average of 3.6 per cent. The region supports a wide range of industry, including mining, agriculture, aquaculture and tourism. Mining is the predominant sector in the central and northern parts of the region, with a well-established agricultural sector in the south.

## 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

This portfolio provides the region with nursing leadership and governance. It also supports the following regional services: cancer care coordination, infection control, palliative care, renal services. Administratively it also has a regional focus on nursing recruitment, safety, quality and risk management.

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](http://www.wacountry.health.wa.gov.au)

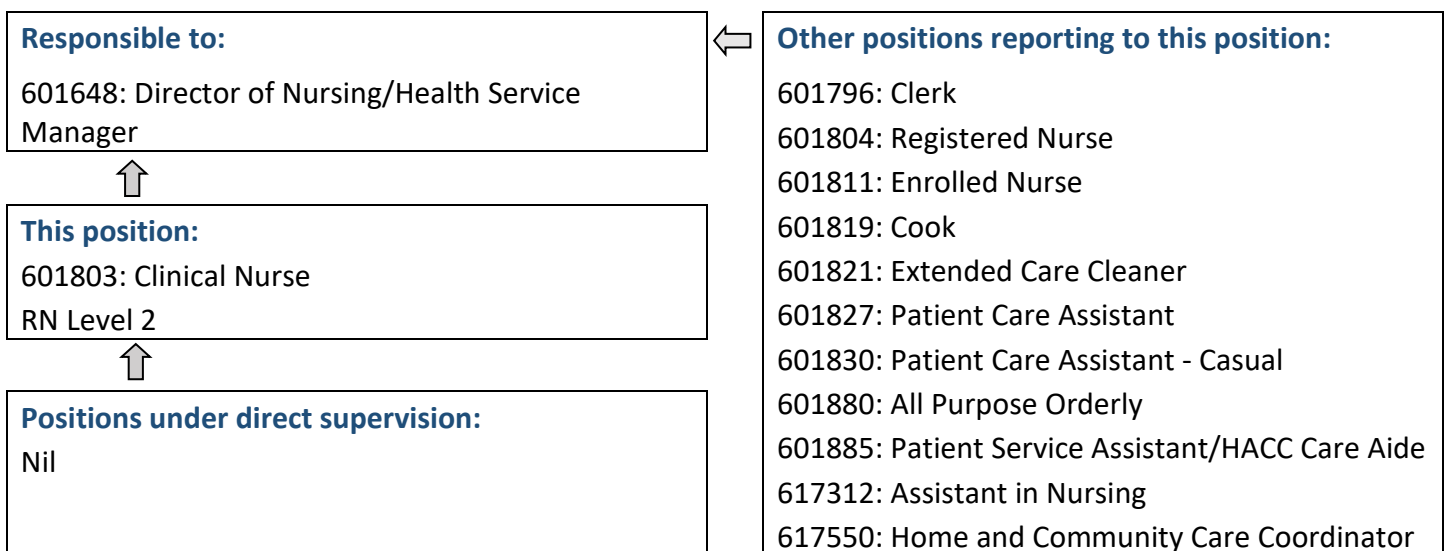
## Position Details

Position Number:	601803	Registration Date:	June 2023
Classification:	RN Level 2	Location:	Norseman Hospital
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Multi-Purpose Site		

## Position Overview

Coordinates the delivery of quality patient care. Assists in the management of human and physical resources.

## Reporting Relationships



## Key Duties/Responsibilities

### 1. CLINICAL

- 1.1. Plans, performs, facilitates and evaluates delivery of patient care.
- 1.2. Promotes the implementation of Best Practice in all areas.
- 1.3. Directs nursing care given by other nursing personnel to ensure adherence to hospital policies.
- 1.4. Manages a patient caseload.
- 1.5. Triage and trauma assessment, and if necessary, stabilisation of injured patient prior to transfer.
- 1.6. Acts as a resource person for other nursing personnel.
- 1.7. Participates in the discharge planning and education of patients and their families.
- 1.8. Directs Extended care Nursing Services in the community.
- 1.9. Promotes health services in the community.
- 1.10. Assists the Director of Nursing Norseman in maintaining the quality and standard of nursing practice as per legal, ethical and moral parameters relevant to practice setting.

### 2. MANAGEMENT

- 2.1. Acts as a resource's person, ensuring that suitable staffing levels and mix are achieved and maintained.
- 2.2. Participates and leads Quality Management programs that reflect performance responsibilities in conjunction with the Director of Nursing.
- 2.3. Relieve Director of Nursing as required.
- 2.4. Participates in the performance review of self and others and accepts responsibility for own professional development.
- 2.5. Assists the Director of Nursing in the formulating, updating, reviewing and implementing of policies, procedures and other documentation related to nursing practice.
- 2.6. Monitors and ensures availability of supplies and equipment. Responsible for the supervision of ordering and storage of medical and pharmacy stores. Evaluates nursing practice to ensure the most efficient and cost-effective use of resources.
- 2.7. Participates on relevant Hospital and Regional committees as requested.
- 2.8. Promotes respect for, and awareness of, needs of different cultural groups.

### 3. STAFF DEVELOPMENT

- 3.1. Assist Level 1 RN's and EN's to develop their clinical and professional skills by teaching in the clinical setting.
- 3.2. Contribute to the orientation, preceptoring and education of new staff.
- 3.3. Maintains and develops professional knowledge and skills related to the areas of responsibility.
- 3.4. Collaborates with Director of Nursing Norseman to develop appropriate teaching programmes for staff.
- 3.5. Other duties as directed.



## 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. Extensive post registration experience.
3. Ability to plan and facilitate management of a ward/unit/emergency department.
4. Knowledge and application of Quality Management
5. Well developed communication skills.
6. Knowledge of and involvement in Performance Management.
7. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.
8. Eligible for / or in possession of a current C or C-A class driver's licence.

### Desirable

1. Relevant tertiary qualifications or substantial progress toward requirement.
2. Demonstrated teaching skills.
3. Understanding of current issues affecting the health industry.
4. Willingness to promote hospital services in the rural community.

## Appointment Pre-requisites

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
- Successful Aged Care Criminal Record Clearance
- Evidence of a current C or C-A Class driver's licence or other specialised licence class

WA Country Health Service –  
GOLDFIELDS

29 June 2023

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