



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 400191

Clinical Nurse

Regional Profile

The Pilbara is WA’s second most northern region, defined by the Indian Ocean to the west and the Northern Territory board 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 507,896 sq km (including offshore 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.

Position Title: Clinical Nurse	Position Number: 400191	Classification: RN Level 2
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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 WACHS 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 Strategy is located at www.wacountry.health.wa.gov.au

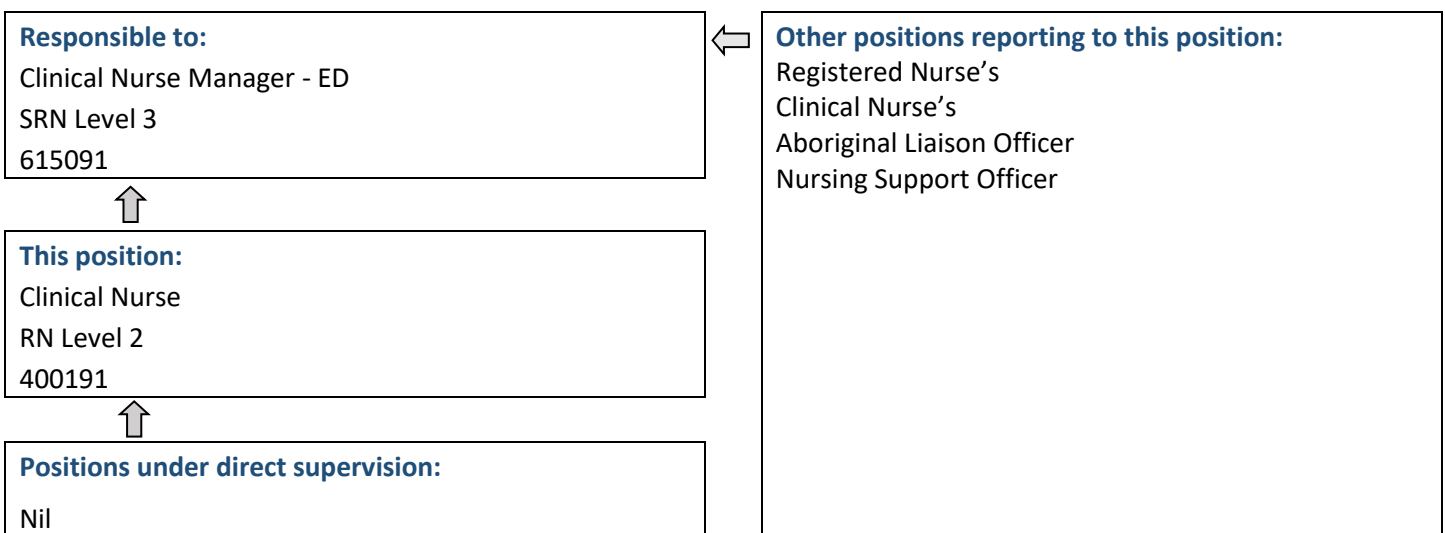
Position Details

Position Number:	400191	Registration Date:	30 March 2023
Classification:	RN Level 2	Location:	Karratha Health Campus, Pilbara
Award / Agreement:	WA Health System-ANF-RN's, Midwives, EN (Mental Health) and EN (Mothercraft) Industrial Agreement		
Organisational Context:	Nursing & Midwifery		

Position Overview

The primary responsibility of the Clinical Nurse is to manage, coordinate and deliver comprehensive evidenced based nursing care for patients of the Emergency Department, using leadership and advanced nursing skills and knowledge relevant to the practice setting of the Emergency Department.

Reporting Relationships



Key Duties/Responsibilities

Clinical Nurse will:

1. Maintain national competence for Registered Nurses to practice in accordance with the Professional Practice Standards for the Registered Nurse as described by the Nursing & Midwifery Board of Australia.
2. Be responsible and accountable for patient safety and quality of care through planning, coordinating, performing, facilitating, and evaluating the delivery of patient care in the practice setting.
3. Provide 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.
4. Monitors, reviews, and reports upon the standard of nursing practice to ensure that colleagues are working within the scope of nursing practice, following appropriate clinical pathways, policies, procedures and adopting a risk management, customer focused approach in patient care delivery.
5. Coordinates the operational management of the unit, on a shift-by-shift basis and is responsible for the clinical supervision of nurses at Level 1 and/or Enrolled Nurses/ Assistants in Nursing under their supervision.
6. Assists the nursing manager with forward resource planning and implementation of management strategies, particularly monitoring industrial workload indicators.
7. Performs a leadership role in multi-disciplinary services to ensure a high standard of customer focused health care delivery.
8. Fulfil National governing Safety and Quality Health Service Standards requirements including but not limited to:
 - 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
 - Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities
 - Ensuring records and statistics are kept in accordance with established procedures
 - Undertaking annual employee development review
9. Identifies patient education needs and implements appropriate teaching, including coordination of patient education programs.
10. Facilitate others in their development of competencies and organisational skills, including the performance management of designated personnel.
11. Be accountable for the safe, efficient, and effective use of resources, including assisting with forward planning for the unit.
12. Promote education activities including but not limited to orientation, preceptorship, supervision, and validation.
13. Participate in the on-call from a location that is deemed appropriate for safe delivery of care to patients.

Other

1. Undertake other duties as requested by the line manager and other delegates.



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 advanced clinical knowledge and experience in the delivery of evidence based nursing care within the relevant practice setting.
3. Demonstrated competence in planning, coordination and decision making, within the practice setting.
4. Demonstrated ability to function as a team leader and team member.
5. Demonstrated effective communication (written and verbal) and interpersonal skills; including negotiation, problem solving and conflict resolution skills.
6. Demonstrated incorporation of quality and risk management principles within practice.
7. Demonstrated computer skills.
8. Demonstrated understanding and knowledge of the Aboriginal cultural respect framework.

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.
3. 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 (including vaccination status)
- Successful WA Health Integrity Check
- Successful Working with Children Check
- Successful Aged Care Criminal Record Clearance – if applicable for working area
- Successful National Disability Insurance Scheme (NDIS) Worker Screening Check - if applicable for working area
- Evidence of a current C or C-A Class driver's licence or other specialised licence class
- Ability to travel within the region as required including overnight stays

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

**WA Country Health Service
Pilbara**

30 March 2023

REGISTERED