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Enrolled Nurse Speciality

Position Details

Position Number: CGXXXXXX
Classification: EN Level 1 - 4
Agreement: Enrolled Nurses, Assistants in Nursing, Aboriginal and Ethnic Health Workers
Directorate: XXXXXX
Department: XXXXXX
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:

Position Number: CGXXXXXX	Position Title:	Level:
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Positions under direct supervision:

N/A

Primary Purpose of the Role

Under the direction of a Registered Nurse and relevant Senior Registered Nurse(s) practises as an Enrolled Nurse using the Scope of Nursing Practice Decision Making Framework. Upholds and functions within the core values of the North Metropolitan Health Service, providing comprehensive evidence-based nursing care to patients as part of a multidisciplinary team.



Vision

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

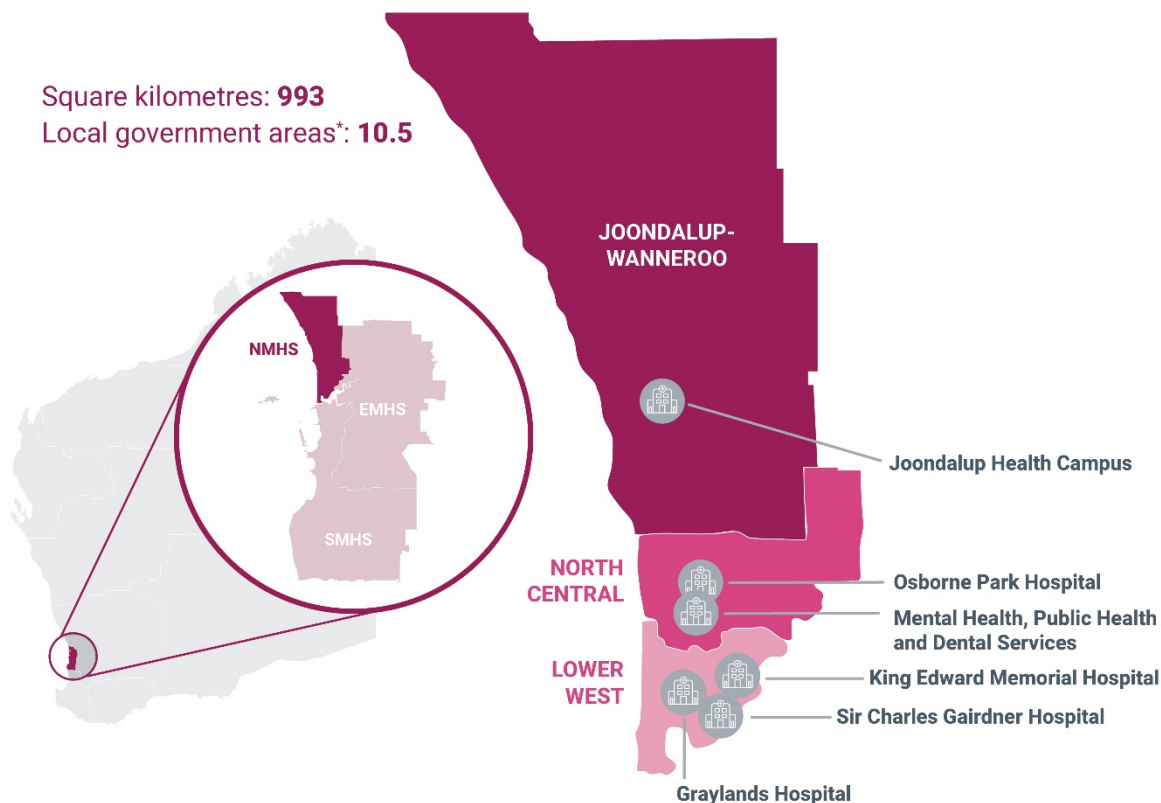


Mission

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



Square kilometres: **993**
Local government areas*: **10.5**



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

1. Leadership

- Demonstrates effective communication when interacting with patients, carers and other health professionals.
- Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to assist with the provision of coordinated multidisciplinary care.

2. Empowerment

- Engages in continuing professional development/education and ensures continuous registration in the category of Enrolled Nurse with the Nursing and Midwifery Board of Australia.
- Identifies and recognises patient needs and accesses appropriate resources.
- Contributes to the professional development of others through preceptorship, support and mentoring.

3. Professional Practice

- Provides clinical care to patients within the Scope of Nursing Practice Decision Making Framework.
- Delivers quality nursing care under the direct or indirect supervision of a Registered Nurse.
- Identifies and communicates rapidly changing situations that may affect patient care and/or workload.
- Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to assist with the provision of coordinated multidisciplinary care.
- Assesses the need for, and undertakes, patient and carers education to provide appropriate information in relation to procedures and treatment using appropriate resources.
- Maintains responsibility for actions and is accountable for providing delegated care.
- Practices within relevant legislative and regulatory requirements.

4. Innovation

- 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.

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

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



6. NMHS Governance, Safety and Quality Requirements

- Participates in the maintenance of a safe work environment.
- Participates in an annual performance development review.
- 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.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 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 Enrolled Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated experience in managing a patient caseload, under supervision of a Registered Nurse/Midwife.
3. Demonstrated effective interpersonal, negotiation and conflict resolution skills.
4. Demonstrated effective written and verbal communication skills.
5. Current "C" or "C.A." class drivers' licence. (Only use if travel is a key duty of the position – delete if not applicable)

Desirable Selection Criteria

1. Education certificates relevant to specialty.
2. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on 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.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia. **(Delete if not applicable)**
- Evidence of current "C" or "C.A." class drivers' licence. **(Delete if not applicable)**

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:



Conduct and Behaviour

The WA Health Code of Conduct (Code) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

Professional Practice Model for Nursing

The Professional Practice Model for Nursing describes the values and defines the structures and processes that support our nurses to enhance their own practice and to deliver quality person-centred nursing care. Every person's needs and expectations are at the centre of everything our nurses do within the healthcare group. Our nurses lead quality patient care by incorporating our values of Respect, Integrity, Innovation, Care and Teamwork within diverse nursing roles. The nursing qualities with the Professional Practice Model focus on maintaining accountability and professionalism; promoting inclusivity, diversity and equality; fostering leadership; encouraging wellbeing and self-care; promoting life-long learning; and leading safety and quality improvement activities.

