



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 400134

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 border 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 507,896sq km (including off shore 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.

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 I 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 strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	400134	Registration Date:	12 January 2023
Classification:	RN Level 2	Location:	Paraburdoo Hospital- Inland Pilbara
Award / Agreement:	Nursing and Midwives Agreement		
Organisational Context:	Nursing & Midwifery Services		

Position Overview

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

Reporting Relationships

Responsible to:

Clinical Nurse Manager
SRN Level 3
613164



This position:

Clinical Nurse
RN Level 2
400134



Positions under direct supervision:

Nil

Other positions reporting to this position:

Clinical Nurse
Registered Nurse
Enrolled Nurse
Food Service Attendant
Clerk General - Paraburdoo



Key Duties/Responsibilities

1. The Clinical Nurse will:

- 1.1. Maintain national competence for Registered Nurses to practice in accordance with the Nursing & Midwifery Board of Australia.
- 1.2. Maintain advanced skills and competence in the provision of patient assessment, planning, implementation, and evaluation of delivery of care, within the practice setting.
- 1.3. Performs the role of clinical expert for the unit/hospital providing professional advice and assistance in relation to clinical standards and practice, in conjunction with the nursing manager.
- 1.4. Coordinates the operational management of the unit, on a shift-by-shift basis.
- 1.5. Assists the nursing manager with forward resource planning and implementation of management strategies, particularly monitoring industrial workload indicators.
- 1.6. Performs a leadership role in multi-disciplinary services to ensure a high standard of health care delivery.
- 1.7. Assists the nursing manager with monitoring of nursing practice and implementation of strategies to manage.
- 1.8. Actively participates in improvement and research programs in conjunction with others to improve the unit or hospital health care service.
- 1.9. Performs a nursing leadership role in unit based decision-making and assists the nursing manager to monitor the achievements of unit/ hospital.
- 1.10. Identifies patient education needs and implements appropriate teaching, including coordination of patient education programs.
- 1.11. Facilitates others in their development of competencies and organisational skills including performance management of designated nursing personnel.
- 1.12. Be accountable for the safe, efficient, and effective use of resources.
- 1.13. Responsible for unit-based education and training in relation to clinical practice, accepting responsibility and accountability for designated portfolios.
- 1.14. Participates in an on-call roster for the Accident and Emergency and inpatient ward as necessary.

2. Other

- 2.1 Other duties as requested by the line manager.



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 evidenced based nursing care within the relevant practice setting.
3. Demonstrated advanced skills in planning, coordination and decision making, within the relevant practice setting.
4. Demonstrated well-developed team leadership and membership skills.
5. Demonstrated high level communication (written and verbal) and interpersonal skills including negotiation and conflict resolution skills.
6. Demonstrates incorporation of quality and risk management principles within practice.
7. Demonstrated digital capability to enable access and use of available technology for safe patient care and information availability.
8. Ability to work on-call roster as required.

Desirable

1. Possession of or progression towards an appropriate post-graduate qualification.
2. Knowledge of current health issues services 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
- Successful WA Health Integrity Check
- Successful Working With Children Check
- Evidence of a current C or C-A Class driver's licence or other specialised licence class

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**

12 January 2023

REGISTERED

