

Position Title:	Enrolled Nurse – Surgical Services Unit		
Department:	Nursing Services	Cost Centre:	A2030
Enterprise Agreement:	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024		
Classification:	Enrolled Nurse Level 2		
Reports To:	Executive Director Nursing And Midwifery, Via Nurse Unit Manager		
Infection Control Risk Category:	Category A - Direct patient contact		
Primary Purpose:			
The Enrolled Nurse positions are clinical roles responsible for clinical outcomes under the direction of a Registered Nurse.			
Accountabilities and Key Results Areas:			
Professional Practice <ul style="list-style-type: none">Practice in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Competency Standards for the Enrolled Nurse. For further details see under ‘competency standards’ via the following link: http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx#competencystandardsNB: In 2012 AHPRA are conducting a review of the competency standards for enrolled nursesAccepts accountability and responsibility for own actions within enrolled nursing practiceDemonstrate commitment to person-centred care, best practice standards and the South West Healthcare Nursing Divisions Vision.Ensure the delivery of a high standard of evidence-based nursing care to consumersDemonstrate and maintain competency in the performance of clinical skillsPromptly report any patient vital observations that are outside the normal range to the Registered NurseEstablish and maintain effective communication with all other health professionals and support staff, consumers, families, the community and external care providersMaintain accurate and current medical records ensuring documentation meets professional and legal standardsDemonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times Ensure consumer complaints are escalated to the Nurse Unit Manager according to the South West Healthcare Complaints Management policies and procedures			
Clinical/Management of Care <ul style="list-style-type: none">Contributes to the formulation of care plans in collaboration with the Registered Nurse, individuals and groupsProvides nursing care of individuals and groups within the Enrolled Nurse scope of practice			
Enabling <ul style="list-style-type: none">Contributes to the promotion of safety, security and personal integrity of individuals and groups within the scope of enrolled nursing practiceProvides support and care to individuals and groups within the scope of Enrolled Nursing practiceCollaborates with members of the health care team to achieve effective health care outcomesPerform as an advocate and promote an active partnership with patients, their carers and families to ensure safe and effective patient centred careAdvocate for nursing and midwifery within the organisation.Act as a professional advocate for South West Healthcare.			
Critical Thinking and Analysis <ul style="list-style-type: none">Practice within an evidence-based frameworkActively reflect on own professional performance and competence, seek feedback, and participate in ongoing professional development of self and othersDemonstrates critical thinking in the conduct of Enrolled Nursing practice			
Financial Management <ul style="list-style-type: none">Participate in cost saving strategies as directedIdentify opportunities to reduce costs and effectively manage resources across all functions			
Quality and Safety <ul style="list-style-type: none">Demonstrate commitment to participating in continuous quality improvement initiatives as directed by managerEnsure delivery of person-centred safe and effective care			

- Recognise and manage risk, ensuring that actions are taken to prevent and minimise harm to consumers and the healthcare workforce
- Participate and cooperate in consultative processes to improve health and safety and reduce risk to the safety and well being of staff
- Ensure adherence to organisational standards and mandatory education including but not limited to Medication Safety, Infection Control, Hand Hygiene, Basic Life Support, Risk Management and Occupational Health and Safety

Human Resources

- Participate in unit/team meetings and education sessions in alignment with the Nursing and Midwifery governance structure to promote and maintain communication and improved practice
- Participate in orientation, preceptorship and mentoring responsibilities

Privacy and Confidentiality

- Adhere to legislation pertaining to privacy and confidentiality and the handling of personal information

Generic Responsibilities and Accountabilities:

- Comply with all relevant legislative requirements, organisational policies, by-laws, standing orders, vision or mission statements and values including, but not restricted to:
 - Infection Control policies
 - Confidentiality policy and privacy legislation
 - Occupational Health and Safety policies and regulations
 - Guidelines of the State Services Authority including the public sector
 - Employment principles and Code of Conduct
 - Fire, disaster and other emergency procedures
 - Smoke Free Campus policy
 - Risk Management policies and guidelines
 - Consumer Participation Strategy
- Attend orientation/induction or other mandatory training and relevant Health Safety updates in areas such as;
 - Fire, Emergency Responses and Manual Handling
- Respect the rights of individuals
- Provide a child safe environment
- Maintain a current Immunisation status in alignment with South West Healthcare's Immunisation policy
- Promote the organisation in a positive manner
- Participate as a cohesive member of the health care team
- Participate in Continuous Quality Improvement within the organisation
- Accept responsibility for your own personal belongings
- Respect and appropriately care for the organisation's property and equipment, and
- Participate in an annual Staff Development Review.

Key Relationships:

Internal:	Not applicable
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External:	Not applicable
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Position Impact:

Direct Reports:	Nurse Unit Manager
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Budget:	Not applicable
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Selection Criteria:

- Registered with Nursing and Midwifery Board of Australia via AHPRA as Enrolled Nurse.
- Role models the South West Healthcare values.
- Demonstrate a commitment to safe patient centred care
- Demonstrate clinical skills and knowledge that positively impacts on the patient experience
- Demonstrate ability to adapt to the changing clinical environment
- Demonstrate ability to positively collaborate and contribute as part of a multidisciplinary team
- Demonstrate ability to communicate effectively with patients/family/carers, visitors and staff at all levels within the organisation (both verbal, written and electronic)
- Demonstrate ability to promote a safe working environment and safe work practices to minimise risks
- Evidence of commitment to ongoing education and professional development of self and others

Approvals:

Employee Signature:		Date:	
Manager's Signature:		Date:	