

Position Title:	Registered Nurse		
Department:	Nursing Services	Cost Centre:	A0361
Enterprise Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024		
Classification	Registered Nurse Grade 2		
Reports To:	Assistant Deputy Director of Nursing		
Infection Control Risk Category:	Category A – Direct Patient Contact		

Primary Purpose

To provide best practice, patient centred care in a safe and caring environment.

Accountabilities and Key Results Areas

Nursing Care & Clinical Competence

- Incorporate holistic approach to patient care in response to physical, social and emotional needs.
- Accurately assess, plan, implement and evaluate care based on individual patient's needs.
- Present clear, concise and accurate documentation.
- Competently demonstrate the use of unit specific technical equipment.
- Recognise and respond to patients' needs as individuals, in a caring, non judgemental and compassionate manner.
- Effectively evaluate and report outcomes of care and changes to plan of care.
- Actively contribute to theoretical and practical knowledge in clinical situations and health care in general.
- Liaise with client, carers, professional and community groups and relevant others in planning throughout the Continuum of Care.
- Facilitate education to meet the needs of the patients as required.
- Utilise relevant policies, procedures and guidelines to ensure safe practice.

Teamwork & Teaching

- Collaborate with other staff to form a cohesive healthcare team.
- Interact effectively with other team members in dealing with complex situations.
- Maximise work performance by motivating other team members.
- Participate in educating staff as appropriate.
- Encourage health promotion and illness prevention specific to the needs of individuals.

Management Skills

- Utilise effective time management skills to enable work to be prioritised and achieved on a daily basis to meet identified goals.
- Implement problems solving skills as required.
- Participate in meetings and quality activities as required.
- Respond promptly to internal and external customers.

Personal & Professional Skills

- Maintain a high level of initiative.
- Demonstrate accountability for nursing practice.
- Seek advice from education staff, senior staff or Unit Manager to enhance knowledge and skill development.
- Apply effective communication skills.
- Accept responsibility for own actions including continual development of clinical skills and knowledge of nursing issues and practices, to achieve best practice.
- Ensure that relevant information is accessed and read to keep up to date, including memos, minutes and computer based information.

- Share knowledge and skills gained through participation in meetings, clinical skills and ongoing education.

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
- 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
- Respect the rights of individuals
- Provide a child safe environment
- 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
- Participate in an annual Staff Development Review.

Key Relationships

Internal: Not applicable

External: Not applicable

Position Impact

Direct Reports: Nurse Unit Manager

Budget: Not applicable

Selection Criteria:

- A Registered Nurse holding a current Registration Certificate as required by AHPRA
- Demonstrate 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

Desirable:

- Relevant post graduate qualifications.

Approvals

Employee Signature:		Date:	
Manager’s Signature:		Date:	