



# POSITION DESCRIPTION

<b>Date</b>	February 2020
<b>Position Title</b>	Registered Nurse (Surgical)
<b>Division</b>	Clinical, Perioperative and Support Services - (Surgical)
<b>Reports to</b>	Clinical Nurse Manager - Surgical

## SECTION 1

### Mission, Vision and Values

**Mission:** - To deliver the highest quality healthcare experience for patients

**Vision:** - To be the preferred choice of Doctor's, Staff and Patients, recognised for the provision of high-quality medium acuity surgical services and palliative care.

**Values:** Bethesda Health Care is committed to the following values:

- Teamwork – we create an environment of unity and togetherness
- Respect – we recognise and acknowledge the uniqueness and value of every individual
- Integrity – we demonstrate honesty and trust
- Compassion – we work to express God's love through a caring expression of kindness, tolerance and tenderness
- Excellence – we excel in all that we do so that we can promote the mission of our hospital
- Professionalism – we have pride in the high level of care and service we offer

Staff are expected to demonstrate these values in the way they work and to live the positive behaviours as described in the Bethesda Health Care Code of Conduct and to contribute to and promote the positive working culture of the organisation.

## SECTION 2

### Position Summary and Role Purpose

The Registered Nurse is responsible for the planning and provision of personalised, quality, evidence based, comprehensive care to patients of varying ages and cultural groups within the hospital and provides support and direction to less senior registered staff, Enrolled Nurses, student nurses and Patient Care Assistants (PCAs)

## SECTION 3

### Key Working Relationships

INTERNAL	EXTERNAL
Executive	VMO's
Perioperative Services Manager	Medical Companies
Clinical Nurse Managers	Nursing Agencies
Staff Development Nurse	Patients

Teamwork, Respect, Integrity Compassion, Excellence, Professionalism

All staff	Industry peak bodies
Stores and Supply	Nursing Agencies
Engineering	

## SECTION 4

### Key tasks, Responsibilities, Outcomes and Activities

#### Preventing and Controlling Health Care associated Infection

- Complete mandatory education and competencies to maintain knowledge and skills of best practice

#### Medication Safety

- Complete mandatory education and competencies to maintain knowledge and skills of best practice

#### Comprehensive Care

- Provides comprehensive evidence-based individualised nursing care developed with patient to patients including assessment, intervention and evaluation based on identified goals of care
- Participates in ward rounds/case conferences as appropriate
- Educates patients/carers in post discharge management and referrals to other services, as appropriate
- Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies to provide coordinated multidisciplinary care

#### Communicating for safety

- Completes clinical documentation objectively, clearly and concisely and in an objective manner and undertakes other administrative tasks as required

#### Blood Management

- Complete mandatory education and competencies to maintain knowledge and skills of best practice

#### Recognising & Responding to deteriorating patient

- Complete mandatory education and competencies to maintain knowledge and skills of best practice

#### Other

- Undertakes clinical shifts at the direction of senior staff including participation on the weekend roster if required.
- Participates in departmental and other meetings as required to meet strategic and organisational objectives.
- Promotes and participates in team building and decision making.
- Responsible where applicable for the clinical supervision of Enrolled Nurses/Patient Care Assistants under their supervision.
- Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia
- Participates in supervision, professional development and clinical consultation activities

with the supervising senior nurse.

- Assists with supervision and development of undergraduate nursing students and others as directed by senior staff
- Plans, develops and implements education programs for patients/colleagues/consumers.
- Participates in evidence based clinical research activities where applicable.
- Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- Works within personal scope of practice
- Actively participates in the Peak Performance program.
- Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
- Other duties as directed.

## **SECTION 5**

### **Health, Safety and the Environment**

- Adhere to policies, procedures and standard operating procedures
- Report incidents, hazards and injuries
- Use personal protective equipment as required and directed
- Raise OSH issues with OSH representative/s
- Promote a safe work environment by assessing the work environment and not misusing or bypassing systems of equipment

## **SECTION 6**

### **Quality and Risk**

- Record initiatives and issues in Riskman
- Record initiatives and issues in Riskman
- Abide by Bethesda Health Care's Code of Conduct, Occupational Health and Safety legislation, Equal Opportunity Act
- Complete mandatory training and participate in development reviews
- Participates in quality improvement and policy review/development within the practice setting
- Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to nursing including the Code of Ethics for Nurses in Australia, the Code of Conduct for Nurses in Australia, the National Competency Standards for the Registered Nurse and the Poisons Act 1964.
- Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.

## **SECTION 7**

### **Partnering with the Consumer**

Acknowledging and involving patients with their care, responding to both clinical and non-clinical queries, providing assistance as appropriate, encouraging the use of formal feedback systems

**SECTION 8**  
**Selection Criteria**

Qualifications
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Registered Nurse qualification and current State registration</li> <li>▪ Current Police Check (no more than 6 months old)</li> <li>▪ Current Working with Children Check</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>▪ Qualifications in specialist areas such as Infection Control, Continence, Wound Care</li> <li>▪ Tertiary qualifications</li> </ul>
Knowledge
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Current Best Practice in Nursing</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>▪ Clinical specialisation</li> <li>▪ Quality improvement and risk management frameworks</li> </ul>
Skills
<ul style="list-style-type: none"> <li>▪ Well developed written and verbal communication skills</li> <li>▪ Well developed organisation and time management skills</li> <li>▪ Computer skills in word processing</li> </ul>
Experience
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Commitment to improving own knowledge base and performance</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>▪ Precepting staff and students</li> </ul>

**SECTION 9**  
**Acceptance of Position Description**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date

\_\_\_\_\_

---

Manager

Date