



POSITION DESCRIPTION

Date	February 2020
Position Title	Clinical Nurse (Surgical)
Division	Clinical, Perioperative and Support Services - (Surgical)
Reports to	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 Clinical 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. In addition, be available as qualified practitioners to assist in the development and mentoring of RNs & ENs and be available as leaders within the facility to meet clinical demand

SECTION 3

Key Working Relationships

INTERNAL	EXTERNAL
Executive	VMO's
Perioperative Services Manager	Medical Companies
Clinical Nurse Managers	Nursing Agencies
Staff Development Nurse	Patients
All staff	Industry peak bodies
Stores and Supply	Nursing Agencies
Engineering	ACHS

Teamwork, Respect, Integrity, Compassion, Excellence, Professionalism

SECTION 4

Key tasks, Responsibilities, Outcomes and Activities

Preventing and Controlling Health Care associated Infection

- Providing guidance, education and mentoring to surgical staff as to best practice

Medication Safety

- Providing guidance, education and mentoring to surgical staff as to best practice

Comprehensive Care

- Providing guidance, education and mentoring to surgical staff as to best practice

Communicating for safety

- Providing guidance, education and mentoring to surgical staff as to best practice
- Relief Surgical Nurse Manager as required to maintain continuity of service within the surgical areas

Blood Management

- Providing guidance, education and mentoring to surgical staff as to best practice

Recognising & Responding to deteriorating patient

- Providing guidance and mentoring to surgical staff as to best practice

Duties

- Practices in accordance with Bethesda Health Care policies and procedures, Code of Conduct and industrial agreements
- Provides comprehensive evidence-based individualised nursing care developed with patient to patients including assessment, intervention and evaluation based on identified goals of care
- Undertakes clinical shifts at the direction of the Surgical CNM or AHHC including participation on the weekend roster if required.
- Undertakes the shift coordinator role responsible for the day to day running of the clinical area
- Maintains advanced clinical skills and knowledge to support the delivery of a high standard of patient care
- Acts as a clinical resource and role model along with providing education relating to their area of expertise
- Participates in ward rounds
- Participate in the investigation of clinical incidents and presentation of case reviews as appropriate.
- Investigates within designated port-folio clinical incidents, completion of Riskman reports and feedback findings/outcomes to staff
- 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.
- Completes clinical documentation objectively, clearly and concisely and in an objective manner and undertakes other administrative tasks as required.
- Participates in departmental and other meetings as required to meet strategic and organisational objectives.

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
- 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

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>Essential</p> <ul style="list-style-type: none"> ▪ Registered Nurse qualification and current State registration ▪ Current Police Check (no more than 6 months old) ▪ Current Working with Children Check ▪ Minimum of 4 years postgraduate experience in surgical nursing ▪ <p>Desirable</p> <ul style="list-style-type: none"> ▪ Qualifications in specialist areas such as Infection Control, Continence, Wound Care ▪ Tertiary qualifications
Knowledge
<p>Essential</p> <ul style="list-style-type: none"> ▪ Current Best Practice in Nursing <p>Desirable</p> <ul style="list-style-type: none"> ▪ Clinical specialisation ▪ Quality improvement and risk management frameworks
Skills
<ul style="list-style-type: none"> ▪ Well developed written and verbal communication skills ▪ Well developed organisation and time management skills ▪ Computer skills in word processing
Experience
<p>Essential</p> <ul style="list-style-type: none"> ▪ Commitment to improving own knowledge base and performance <p>Desirable</p> <ul style="list-style-type: none"> ▪ Precepting staff and students

SECTION 9



Acceptance of Position Description

Employee

Date

Manager

Date