



POSITION DESCRIPTION

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Date	December 2021
Position Title	Enrolled Nurse
Division	Mental Health
Reports to	Clinical Nurse Manager (SRN 3), Bethesda Clinic - Cockburn

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, palliative care and mental health services.

Values: Bethesda Health Care is committed to and promotes 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

As part of a multidisciplinary team provides comprehensive evidence-based nursing care to consumer, under the direction and supervision of the Registered Nurse. Facilitates and promotes consumer safety and quality of care.

The Enrolled Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision Flowchart.

SECTION 3

Key Working Relationships

INTERNAL	EXTERNAL
Chief Executive Officer	Suppliers
General Manager	Contractors
Inpatient Service Manager	General Practitioners
Multi-disciplinary Mental Health Team	Private Psychiatrist
All staff	

SECTION 4

Key tasks, Responsibilities, Outcomes and Activities

CLINICAL

- Works in accordance with the Mental Health Act (2014) and all other relevant legislation within area of practice.
- Undertakes clinical shifts at the direction of Senior Nurse, including participation on the after-hours/weekend roster if required.
- In collaboration with the Registered Nurse, implements evidence based therapeutic interventions (both group and individual work as part of the multidisciplinary team).
- Provides clinical care to consumers and support to their personal support persons through provision of appropriate information pertaining to processes, procedures and treatment.
- Ensures clinical documentation is completed in a contemporaneous manner and that changes in a clinical presentation and risk status are communication to the Registered Nurse and Shift Coordinator
- Assists the Registered Nurse, in collaboration with the consumer and personal support persons, to develop and update Treatment Support and Discharge Plans
- Participates in inpatient clinical processes including ongoing assessment, risk assessment and management, care planning and discharge planning of consumers of Bethesda Clinic, in collaboration with consumers and their personal support persons.
- Participates in quality improvement and policy review/development within the practice setting.
- Maintains the rights and safety of patients by providing an advocacy role.
- 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 Enrolled Nurse and the Medicines and Poisons Act 2014.

EDUCATION, TRAINING AND RESEARCH

- Engages in continuing professional development/education activities and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion one.
- Participates in supervision, professional development and clinical consultation activities with the supervising senior nurse.
- Participates in evidence based clinical research activities where applicable.

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
- Supports the delivery of safe patient care and the consumers’ experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards 2nd Edition, National Standards for Mental Health 2010 and other recognised health standards

SECTION 7

Partnering with the Consumer

- Works collaboratively with consumers to achieve best outcomes within their individual recovery journey

SECTION 8

Selection Criteria

Qualifications
<p>Essential</p> <ul style="list-style-type: none"> ▪ Recognised Nursing qualification and current registration (or eligibility) as an Enrolled Nurse with Nursing and Midwifery Board of Australia <p>Desirable</p> <ul style="list-style-type: none"> ▪ Working toward further qualifications applicable to nursing particularly in Mental Health.
Knowledge and Skills
<p>Essential</p> <ul style="list-style-type: none"> ▪ Demonstrated clinical knowledge and experience in the delivery of evidence-based nursing care within the adult mental health practice setting/specialty. ▪ Demonstrated effective interpersonal, skills. ▪ Demonstrated effective written and verbal communication skills. ▪ Demonstrated ability to work within a team context. ▪ Demonstrated ability to use an empathic, person centred approach to care delivery and work in partnership with consumers and their support persons. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Knowledge and experience in the Quality Improvement Cycle and patient safety initiatives. ▪ Group co-facilitation skills
Experience
<p>Essential</p> <ul style="list-style-type: none"> ▪ Contemporary experience in an adult inpatient mental health setting. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Experience in working within a private health facility



SECTION 9
Acceptance of Position Description

Employee

Date

Manager

Date