



# POSITION DESCRIPTION

## NOv

<b>Date</b>	November 2021
<b>Position Title</b>	Registered Nurse
<b>Division</b>	Mental Health
<b>Reports to</b>	Inpatient Service Manager, 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 consumers. Facilitates and promotes consumer safety and quality of care.

The Registered 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 on duty, including participation on the after-hours/weekend roster if required.
- Implements evidence based therapeutic interventions (both group and individual work in collaboration with the multidisciplinary team).
- Acts as a role model and undertakes a teaching role in nursing practice.
- Provides clinical care to patients and supports the families and carers of identified consumer group(s).
- Participates in inpatient clinical processes including ongoing assessment, risk assessment and management, care planning and discharge planning of consumers of the Clinic.
- Is responsible where applicable, for the clinical supervision of Enrolled Nurses/Assistants in Nursing under their supervision.
- Participates in quality improvement and policy review/development within the practice setting.
- Maintains the rights and safety of patients by providing an advocacy role.
- In collaboration with the client and the multidisciplinary team, ensures that discharge planning is undertaken.
- Coordinates the shift where appropriate.
- 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 Medicines and Poisons Act 2014.
- Promotes and participates in team building and decision making.

#### EDUCATION, TRAINING AND RESEARCH

- Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion 1.
- 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.

## 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 2<sup>nd</sup> 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 possible outcomes within their individual recovery journey

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

Qualifications
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Recognised Nursing qualification and current registration (or eligibility) as a Registered Nurse with Nursing and Midwifery Board of Australia</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>▪ Post graduate qualifications in Mental Health</li> </ul>
Knowledge and Skills
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Demonstrated clinical knowledge and experience in the delivery of evidence-based nursing care within the adult mental health practice setting/specialty.</li> <li>▪ Demonstrated effective interpersonal, negotiation and conflict resolution skills.</li> <li>▪ Demonstrated effective written and verbal communication skills.</li> <li>▪ Knowledge and experience in the Quality Improvement Cycle and patient safety initiatives.</li> <li>▪ Ability to work collaboratively with consumers, their families and carers to plan and coordinate contemporary nursing care.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>▪ Experience working in the private health sector.</li> <li>▪ Experience facilitating and co-facilitating therapeutic groups.</li> </ul>
Experience
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>▪ Contemporary experience in an adult inpatient mental health setting.</li> <li>▪ Assessing and managing clinical risk as part of overall mental health assessment and management in collaboration with the multi-disciplinary team.</li> </ul>

**Desirable**

- Experience in working with consumers aged 18-65 in a private mental health facility.

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

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Employee

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Date

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Manager

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Date