

Date	August 2025
Position Title	Graduate Registered Nurse
Division	People and Culture
Reports to	Learning and Development

SECTION 1

Mission, Vision and Values

Mission: To deliver the highest quality healthcare experience for patients.

Vision: To be the preferred choice for patients, doctors, and staff and to be recognised for the provision of high-quality clinical 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 Bethesda Health Care.
- **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, live the positive behaviours described in the Bethesda Health Care Code of Conduct, and contribute to and promote the positive working culture of the organisation.

SECTION 2

Position Summary and Role Purpose

The purpose of the position is to deliver safe, person-centred nursing care, while developing clinical skills, professional confidence, and critical thinking in line with professional standards and organisational values.

SECTION 3

Key Working Relationships

Internal	External
Executive Team	Patients
Clinical Nurse Managers	Visiting Medical Officers
Learning & Development Team	Universities
All staff	

SECTION 4 Key Responsibilities

- Deliver person-centred, evidence-based nursing care in collaboration with patients, carers, and the multidisciplinary team, following clinical standards and appropriate supervision.
- Participate in clinical assessment, care planning, medication safety, infection prevention, and escalate patient deterioration within scope of practice and organisational procedures.
- Maintain accurate and timely documentation and support safe, effective clinical handover and communication.
- Engage in structured education, supervision, and reflective practice to develop clinical skills, critical thinking, and transition to competent practice.
- Foster a positive team culture by supporting service delivery goals, contributing to quality improvement initiatives, and upholding organisational values.
- Comply with governance, risk, and safety responsibilities, including mandatory training, scope of practice limits, and relevant policies.
- Promote a safe, inclusive care environment by advocating for patients, responding to feedback, and supporting ongoing service improvements.

SECTION 5 Health, Safety and the Environment

- Lead by example in fostering a positive safety culture at Bethesda Health Care.
- Adhere to all Bethesda Health Care policies, procedures, and standard operating guidelines related to Work Health and Safety (WHS).
- Immediately report any incidents or hazards.
- Use all required safety measures, protective devices, and personal protective equipment.
- Complete all mandatory WHS training and education.
- Promote all staff well-being through respectful communication and interactions.
- Actively participate in WHS consultative processes.
- Uphold Bethesda Health Care's commitment to environmental stewardship by integrating sustainable practices into all duties.

SECTION 6 Governance Quality and Risk

- Read and abide by the safety and quality responsibilities relevant to your role as outlined in the Clinical Governance Policy/Framework.
- Abide by Bethesda Health Care's Code of Conduct, Work Health and Safety legislation, *Equal Opportunity Act*, and *Disability Services Act*.
- Promote a culture that supports safety and quality by engaging with clinical performance and safety processes at the unit level.
- Record initiatives and issues in our Clinical Governance System.
- Encourage and support clinicians to speak up for safety.
- Complete all mandatory training, engage in development reviews, and contribute to the growth and success of others.

SECTION 7 Partnering with the Consumer

Acknowledge and involve patients in their care, address clinical and non-clinical inquiries, provide appropriate assistance, and promote the use of formal feedback systems.

SECTION 8 Selection Criteria

Essential

- Demonstrated commitment to upholding and integrating the values of Bethesda Health Care.
- Bachelor of Nursing or equivalent science degree and current registration with AHPRA.
- Knowledge of contemporary nursing practice and clinical governance principles.
- Commitment to delivering safe, high-quality, person-centred care.
- Strong interpersonal, verbal, and written communication skills.
- Effective time management, prioritisation, and adaptability in clinical settings.
- Proficient in the use of digital health systems, including electronic medical records, clinical documentation platforms, and Microsoft Office applications.
- Engagement in professional development, supervision, and reflective practice.

Desirable

- Experience in healthcare or customer-facing roles demonstrating compassion and professionalism.

SECTION 9 Acceptance of Position Description

Employee

Date