

<b>Date</b>	January 2025
<b>Position Title</b>	Registered Nurse
<b>Division</b>	Clinical Services
<b>Reports to</b>	Clinical Nurse Manager

## 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

To deliver high-quality, competent nursing care guided by best practice, the National Safety and Quality Health Service (NSQHS) Standards, relevant legislation, regulations, and scope of practice.

## SECTION 3

### Key Working Relationships

Internal	External
Executive Team	Visiting Medical Officers (VMOs)
Clinical Nurse Manager	Patients
Medical Officers	Nursing Agencies
Clinical Nurses	Medical and Supplier Companies
Learning and Development Team	Industry Peak Bodies
Stores and Supply Department	
Engineering Department	
All Staff	

## SECTION 4

### Key Responsibilities

- Deliver competent, high-quality nursing care guided by best practice, NSQHS standards, and within scope of practice, legislative requirements, hospital policies, and protocols.
- Assess, plan, implement, and evaluate nursing care in collaboration with patients and the multidisciplinary healthcare team.
- Support professional development by providing mentorship, preceptorship, and guidance to colleagues.
- Supervise and support the clinical development of new and undergraduate nurses.
- Act as a clinical resource, addressing challenges as they arise and liaising with clinical management or the shift coordinator as needed.
- Maintain a professional development portfolio, demonstrating a commitment to continuous learning and professional growth.
- Actively participate in quality improvement initiatives, risk management, and best practice activities within the department.
- Collaborate with Medical Officers and medical suppliers to coordinate specialty requests, equipment needs, and Medical Officer preferences.
- Ensure accurate, timely, and compliant documentation of patient records in accordance with legal, ethical, and hospital protocols.

## 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

- Registered Nurse qualification with current registration under the Australian Health Practitioner Regulation Agency (AHPRA).
- Proven clinical skills and experience in the relevant specialty.
- Strong knowledge of nursing best practices and clinical procedures.
- Ability to critically assess changing situations and take appropriate action to resolve, escalate, or delegate while adhering to legislation, regulations, policies, protocols, and scope of practice.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively within a multidisciplinary team.
- Commitment to mentoring and supporting new graduates and team members.
- Demonstrated dedication to ongoing professional development and continuous learning.
- Demonstrated commitment to upholding and integrating the values of Bethesda Health Care.

### Desirable

- Postgraduate qualifications in a relevant clinical specialty.

## SECTION 9 Acceptance of Position Description

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Employee

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Date