Position Identification

Classification: Registered Nurse – Year 1 to 8
Award: Named NSW (non-declared) Affiliated Health Organisations' Nurses Agreement 2011
Vaccination Category: In accordance with the NSW Health Occupational Assessment, Screening and Vaccination against Specified Infectious Diseases Policy Directive PD2011_005
Employment Screening: National Criminal Record Check and Working with Children Background check
Registration: Current registration with AHPRA
Employment Status: Full time / Part Time 7 day rotating roster / Temporary / Casual
Hours: up to 38

Position Summary

The registered nurse provides evidence-based nursing care to people of all ages and cultural groups, including individuals, families and communities. The registered nurse assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team so as to achieve goals and health outcomes. The registered nurse takes a leadership role in the coordination of nursing and health care within and across different care contexts to facilitate optimal health outcomes. This includes appropriate referral to, and consultation with, other relevant health professionals, service providers, and community and support services. The registered nurse practices independently and interdependently, assuming accountability and responsibility for their own actions and delegation of care to enrolled nurses and health care workers. Delegation takes into consideration the education and training of enrolled nurses and health care workers and the context of care

Essential Criteria

• Personal integrity and demonstrated commitment to the Philosophy, Mission and Values of Mary Aikenhead Ministries
• Currently registered as a Registered Nurse (Division 1) with the Australian Health Professionals Regulation Agency
• Demonstrated ability to work within the interdisciplinary team
• Demonstrated commitment to ongoing professional development
• Demonstrated computer literacy with email and an electronic patient record system
• Demonstrated effective communication and interpersonal skills
• Demonstrated evidence of integration of theoretical knowledge and clinical skills, critical thinking and analysis in their daily practice as a registered nurse
• Demonstrated effective time management skills and ability to prioritise competing workloads with in a complex environment
Mission and Values
Conduct reflects Mission and Values of the Mary Aikenhead Ministries and The Code of Conduct which can be accessed via the link below and

Code of Ethical Standards which can be accessed via the following link

Our Values
Compassion: Mercy: we reach out to the most vulnerable in our community
Hospitality: we welcome all people to our services and facilities
Empathy: we are open to one another in times of joy and in times of need

Justice: Human Dignity: we recognise the dignity and worth of every person, treating them fairly and without being judgmental
Person Centered: we provide holistic care that meets the unique needs of each person
Respect: we treat others as we would wish to be treated ourselves

Integrity: Honesty: we are truthful and principled, with ourselves and with others, in all we say and do
Unity: we foster teamwork and collaboration, joined in a common purpose, in a spirit of harmony
Reflective Practice: we consider our actions, behaviours and decisions in light of our mission

Excellence: Innovation: we embrace learning and we are open to change
Accountability: we take responsibility for our actions and exercise good stewardship of the resources entrusted to us
Safety: we create a climate of confidence and trust ensuring that we act in a manner that prevents harm

Key Professional Responsibilities
The following guides are to be read in conjunction with the St Vincent’s Health Australia Code of Conduct and Code of Ethical Standards. The St Vincent’s Health Australia Code of Ethical Standards takes precedence over the Nursing Code of Ethics where there is a discrepancy

- Guidelines for Mandatory Notifications
- Nursing Code of Ethics
- Nursing Code of Conduct
- Nursing Guide to Professional Boundaries
- Nursing Practice Decisions Summary Guide

These documents can be access at

Key Domains
The Registered Nurse (Division 1) will comply with the four domains that constitute the National Competency Standards. These standards can be access via the link below.
Domain: Professional Practice
This relates to the professional, legal and ethical responsibilities.
1. Practices in accordance with legislation affecting nursing practice and health care
   a) Complies with relevant legislation and common law
   b) Fulfills the duty of care
   c) Recognises and responds appropriately to unsafe or unprofessional practice
2. Practices within a professional and ethical nursing framework
   a) Practices in accordance with the nursing profession’s codes of ethics and conduct
   b) Integrates organisational polices and guidelines with professional standards
   c) Practices in a way that acknowledges the dignity, culture, values, beliefs and rights of individuals/groups
   d) Advocates for individuals/groups and their rights for nursing and health care with organisational and management structures
   e) Understands and practices within own scope of practice
   f) Integrates nursing and health care knowledge, skills and attitudes to provide safe and effective nursing care
   g) Recognises the differences in accountability and responsibility between Registered Nurses, Enrolled Nurses and unlicensed care workers

Domain: Critical Thinking and Analysis
This relates to the self-appraisal, professional development and the value of evidence and research for practice.
1. Practices within an evidence-based framework
   a) Identifies the relevance of research to improving individual/group health outcomes
   b) Uses the best available evidence, nursing expertise and respect for the values and beliefs of individuals/groups in the provision of nursing care
   c) Demonstrates analytical skills in accessing and evaluating health information and research evidence
   d) Supports and contributes to nursing and health care research
   d) Participates in quality improvement activities
2. Participates in ongoing professional development of self and others
   a) Uses best available evidence, standards and guidelines to evaluate nursing performance
   b) Participates in professional development to enhance nursing practice
   c) Contributes to the professional development of others
   c) Uses appropriate strategies to manage own responses to the professional work environment

Domain: Provision and Coordination of Care
This relates to the coordination, organisation and provision of nursing care in any clinical unit as assigned.
1. Conducts a comprehensive and systematic nursing assessment
   a) Uses a relevant evidence-based assessment framework to collect data about the physical socio-cultural and mental health of the individual/group
   b) Uses a range of assessment techniques to collect relevant and accurate data
   c) Analyses and interprets assessment data accurately
2. Plans nursing care in consultation with individuals/groups, significant others and the interdisciplinary health care team
   a) Determines agreed priorities for resolving health needs of individuals/groups
   b) Identifies expected and agreed individual/group health outcomes including a time frame for achievement
   c) Documents a plan of care to achieve expected outcomes
   d) Plans for continuity of care to achieve expected outcomes
3. Provides comprehensive, safe and effective evidence-based nursing care to achieve identified individual/group health outcomes
   a) Effectively manages the nursing care of individuals/groups
   b) Provides nursing care according to the documented care or treatment plan
   c) Prioritises workload based on the individual/group's needs, acuity and optimal time for intervention
d) Responds effectively to unexpected or rapidly changing situations
e) Delegates aspects of care to others according to their competence and scope of practice
f) Provides effective and timely direction and supervision to ensure that delegated care is provided safely and accurately
g) Educates individuals/groups to promote independence and control over their health
4. Evaluates progress towards expected individual/group health outcomes in consultation with individuals/groups, significant others and interdisciplinary health care team
   a) Determines progress of individuals/groups toward planned outcomes
   b) Revises the plan of care and determines further outcomes in accordance with evaluation data

Domain: Collaborative and Therapeutic Practice

This relates to establishing, sustaining and concluding professional relationships with individuals/groups.
1. Establishes, maintains and appropriately concludes therapeutic relationships
   a) Establishes therapeutic relationships that are goal directed and recognises professional boundaries
   b) Communicates effectively with individuals/groups to facilitate provision of care
   c) Uses appropriate strategies to promote individual's/group's self-esteem, dignity, integrity and comfort
d) Assists and supports individuals/groups to make informed health care decisions
e) Facilitates a physical, psychosocial, cultural and spiritual environment that promotes individual/group safety and security
2. Collaborates with the interdisciplinary health care team to provide comprehensive nursing care
   a) Recognises that the membership and roles of health care teams and service providers will vary
   b) depending on an individual's/group's needs and health care setting
   c) Communicates nursing assessments and decisions to the interdisciplinary health care team and other relevant service providers
d) Facilitates coordination of care to achieve agreed health outcomes
e) Collaborates with the health care team to inform policy and guideline development
3. Maintains confidentiality of all medical records
4. Participates in bedside clinical handover and utilises ISBAR as a clinical communication tool
5. Participates in clinical rounds, team and case meetings as required

Workplace Health and Safety

1. Complies with Workplace Health and Safety policies, procedures and safe work practices
2. Promptly reports all incidents/injuries to their supervisor/line manager and completes a Riskman entry
3. Ensures hazards are reported to supervisor/line manager and/or after hours managers
4. Documents identified hazards in the ward/department hazard register and Riskman system
5. Assists with assessment & development of control methods for identified hazards
6. In consultation with supervisor/line manager ensures health and safety of self and does not put others at risk by own actions or omissions
7. Participates in health and safety initiatives and consultation processes within the department/specialty
8. Ensures health and safety of self and does not put others at risk by own actions or omissions
9. Uses equipment provided in a safe manner as per hospital policy, Safe Operating Procedures and Material Safety Data Sheets
10. Utilises personal protective equipment appropriately and when required
11. As appropriate, participates in the workplace rehabilitation program following a work related injury
12. Reports defects and/or equipment problems to supervisor/line manager or after hours manager

Self-Management

1. Is open to change and actively and positively participates in new models of care, changes in service model and redesign initiatives.
2. Builds cooperative and constructive relationships
3. Participates in the Hospital’s Patient Safety Program by ensuring timely and accurate reporting of near or actual incidents via organisational incident monitoring program
4. Reports for duty punctually and gives adequate notice of absenteeism
5. Is compliant with hospital uniform policy
6. Complies with organisation mandatory training requirements
7. Undertakes other duties/tasks as requested from time to time (within scope of practice)
8. Ongoing employment will be subject to your continued compliance with the NSW Health Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases Policy Directive PD2011_005

National Safety and Quality Health Service Standards

The Registered Nurse is a key participant and driver of quality and safety within their departments and across the organisation. The link below outlines a range of these responsibilities

St Vincent’s Health Network Sydney

DECLARATION

Manager

I have explained the duties and responsibilities of this position to the applicant.

Name of Manager: __________________________

Signature: __________________________________

Date: _______/_____/_____

Applicant

I have read this position description, I understand the job requirements and job demands and agree that I can fulfill these requirements to the standards outlined.

I am not aware of any reason, which might interfere with my ability to perform the inherent job requirements and job demands of this position.

I am aware that any false or misleading statements may threaten my appointment or continued employment with St Vincent’s Health Network Sydney.

I agree to comply with the policies of NSW Ministry of Health, St Vincent’s Health Australia, St Vincent’s Health Network Sydney and Network facilities.

I understand that I may be required to perform other reasonable duties from time to time and that I may be required to work in any area under the jurisdiction of St Vincent’s Health Network Sydney. Individual scope of practice and clinical competence will guide what duties I am asked to perform.

I also agree to strictly observe the St Vincent’s Health Network Sydney policy on confidentiality of staff and patient information or such other sensitive or confidential information that I may come across in the course of my employment.

I am aware that during the course of my employment, regular criminal record checks may be conducted with my knowledge to ensure my ongoing suitability for employment.

Name of Applicant: __________________________

Signature: __________________________________

Date: _______/_____/_____