

POSITION DESCRIPTION

Enrolled Nurse - Subacute

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Enrolled Nurse (EN) working within their scope of clinical practice is responsible for the delivery of high-quality patient care in a variety of clinical settings.

Clinical skills and knowledge will reflect the level of training, any additional clinical 'endorsements' (advanced clinical skill training) and the years/level of experience in everyday work practice.

Position Details	
Position Title:	Enrolled Nurse
Department	Subacute
Reports to:	Subacute NUM
Positions Reporting to this role:	Nil
FTE:	Variable
Budget:	NIL
Enterprise Agreement:	Nurses and Midwives EA 2021 - 2024
Position Classification:	IB61 - IB75
Position Description last reviewed:	August 2024

Key Accountabilities
As part of the clinical team, provide safe and effective evidence-based nursing care and evaluate clinical outcomes with the interdisciplinary team
Maintain core clinical competence specific to the area of clinical practice
Demonstrate the values of the organisation and the behaviours included in the unit's above and below the line behaviours
Conduct comprehensive and systemic nursing assessments and plan nursing care in consultation with individual patients, their significant others and the interdisciplinary health care team
Assist in the development and implementation of clinical policies and procedures.
Act as a role model and support students, graduate nurses and enrolled nurses
Ensure knowledge and skills remain current through attendance at regular education and training sessions and through reference to change in policy, practice and guidelines. Actively participate in in-house education and training programs
Actively participate in quality improvement activities including assessment of processes and patient outcomes, identification of patient risks and improvement opportunities, planning and implementing change
Actively participate in unit activities including team meetings and committees.
Act as a patient advocate





Organisational Responsibilities

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Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Each employee has a responsibility to comply with and promote relevant legislation and professional standards in relation to safety, quality and risk relevant to their position
Each employee has a responsibility to comply with and promote compliance with the National Safety & Quality Health Service Standards and other industry standards and relevant regulatory requirements

CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration 	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect 	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence 	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships

Internal	External
Nursing Management – NUM/ANUMs	Peak Bodies
RN's and EN's	AHPRA
Medical Staff	
Allied Health	
Support Staff	

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Selection Criteria

Essential:

Qualifications:

- Diploma of Nursing
- Registered Nurse with the Nursing and Midwifery Board of Australia and current practice Registration

Behavioural qualities that reflect ERH Values

Demonstrated level of knowledge and skill relating to the delivery of safe person-centred nursing care

Sound appreciation of the key concepts and practices related to the clinical environment.

Well-developed interpersonal communication skills and the ability to communicate professionally and effectively with patients, families and colleagues.

Demonstrated ability to work collaboratively within a multidisciplinary team.

Demonstrated commitment to ongoing professional development

Ability to work as a part of a team as well as independently.

Satisfactory evidence of; National police check and Vaccination status in line with policy and procedure at this time.

Current drivers license

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____

Date: / /

Print Name: _____

cc: Employee File