POSITION DESCRIPTION

Registered Nurse

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Registered Nurse (RN) is responsible and accountable for the delivery of safe, patient centred, evidence-based patient care in a variety of clinical settings. Clinical skills and knowledge will reflect the years/ level of experience, be appropriate to the clinical setting and evident in everyday work practice.

Position Details	
Position Title:	Registered Nurse
Department	Various
Reports to:	NUM / Department Head
Positions Reporting to this role:	NIL
FTE:	
Budget:	NIL
Enterprise Agreement:	Nurses and Midwives EA 2021 – 2024
Position Classification:	RN Grade 2 YP3 – YP9
Position Description last reviewed:	June 2024

Key Accountabilities
• Practice within a professional, ethical and evidence based nursing framework in accordance with legislation affecting nursing practice and health care.
• Practice according to ERH clinical policies and procedures
• Demonstrate the values of the organisation and the behaviours included in the unit's above/below the line behaviours
• Conduct comprehensive and systemic nursing assessments
• Plan nursing care in consultation with patients, significant others and the interdisciplinary health care team Provide comprehensive, safe and effective evidence based nursing care to achieve positive individual / group health outcomes and evaluate progress in consultation with the interdisciplinary team.
• 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 changes in policy, practice and guidelines. Actively participate in in-house education and training programs
• Maintain core clinical competence specific to the area of clinical practice relevant to the role and as specified at performance review and in the Learning Management System
• Actively participate in quality improvement activities including assessment of processes and patient outcomes, identification of patient risks and improvement opportunities, and planning and implementing change.
• Actively participate in unit activities including team meetings

Organisational Responsibilities
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	Peak Bodies
RN's and EN's	AHPRA
Medical Staff	
Allied Health	
Support Staff	

Registered Nurse

Selection Criteria
Essential:
Qualifications: • Registered Nurse with the Nursing and Midwifery Board of Australia and current practising certificate.
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 and colleagues
Demonstrated ability to set goals and objectives and meet deadlines as required.
Demonstrated ability to work collaboratively within a multidisciplinary team.
Demonstrated commitment to ongoing professional development.
Ability to work as part of a team as well as independently
Satisfactory evidence of; National police check, Working with Children's and Vaccination status in line with policy and procedure at this time.
Desirable:
Post graduate qualification relevant to department

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