

POSITION DESCRIPTION

Registered Nurse - Graduate

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Graduate Registered Nurse will actively participate in the structured Graduate Program, overseen by the Education Team.

The Program will involve rotations throughout Echuca Regional Health to develop a range of skills and knowledge.

The Graduate Registered Nurse will attend professional development days in consultation with the Education Team.

The Graduate Registered Nurse will provide quality patient care, as a member of the nursing team, in a variety of settings at the level of a beginning Registered Nurse. They will conduct nursing duties in a professional manner and will assume accountability and responsibility for actions taken.

The Registered Nurse will work within their scope of clinical practice is responsible for the delivery of high quality, patient care in a variety of clinical settings.

Position Details	
Position Title:	Registered Nurse Grade 2 Graduate Nurse
Department	Nursing Division
Reports to:	NUM / Department Head
Positions Reporting to this role:	varies
FTE:	varies
Budget:	0
Enterprise Agreement:	Nurse and Midwives EBA
Position Classification:	Registered Nurse YP2 or above for those who have experience as Enrolled Nurses
Position Description last reviewed:	2024

Key Accountabilities
As part of the clinical team provide, safe and effective evidence-based nursing care and evaluate clinical outcomes in consultation with the interdisciplinary team
Maintain core clinical competence specific to the area of clinical practice
Conduct systemic nursing assessments and plan nursing care in consultation with individual patients, their significant others and interdisciplinary health care team
Assist in the development and implementation of clinical policies and procedures
Act as a support and resource person for students, enrolled nurses and other graduate nurses
Act as a patient advocate
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 quality improvement activities, unit meetings and committees as appropriate
Actively participate in in-house education and training programs
Practice within a professional, ethical and evidence-based nursing framework

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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
NUM and ANUM's	Peak bodies
Registered Nurse's	AHPRA
Education Team	NMBA
Medical Staff	
Allied Health Staff	
All other ERH Employees	

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Selection Criteria

Essential:

Qualifications:

- Bachelor of Nursing
- Registration with AHPRA- Registered Nurse

Sound knowledge and skill in relation to nursing care and the clinical environment appropriate to the position

Commitment to ongoing learning and the ability to accept constructive feedback and appropriate direction

Commitment to completing all requirements of the enrolled nurse transition to practice program and continuing professional development

Commitment to working as part of a team and the ability to work collaboratively within a multi-disciplinary team

Ability to set goals and objectives and meet deadlines as required

Good working knowledge of current nursing issues and trends

Satisfactory evidence of; National police check, Working with Children's and Vaccination status in line with policy and procedure at this time

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