

POSITION DESCRIPTION

POSITION TITLE:	Clinical Nurse/Midwife
DEPARTMENT:	General Nursing
CLASSIFICATION:	Level 2
AWARD/AGREEMENT:	Mercy Hospital Mount Lawley Level 1 & Level 2 Registered Nurses Agreement
REPORTS TO:	Clinical Nurse Manager
APPROVED/REVIEWED	
(Signed) _____	Date _____

Organisational Mission and Values

Mercy Hospital is committed to employing a caring and dedicated team of employees who provide services that enhance the quality of life in the community. Staff are called to behave in such a way that upholds the Mercy Mission and demonstrates the Values of Compassion, Justice, Respect, Integrity and Excellence and to work co-operatively and collaboratively in the Hospital's ministry of healing and health care.

A commitment to the Mission and Values of the Hospital is reflected in the attitudes, behaviour and actions of staff, process of decision making, Mercy policy and procedures, the quality and nature of Mercy services, provision of staff development programs, implementation of tasks and in the way people are related to and cared for, particularly Staff and patients.

Every person working in Mercy is required to behave at all times in a way which upholds the Mercy Values. Further information regarding the expectations of employees with regards to *Values-Based Behaviour* is contained in the Mercy Code of Conduct.

Position Summary

The Clinical Nurse performs duties under the direction and supervision of the Clinical Nurse Manager, to ensure that a high level and quality of patient care is delivered, and the Core Mission and Values of Mercy Hospital are achieved.

Key Responsibilities

Mission and Values

- Act, behave and make decisions that are consistent with the Mission and Values of Mercy.
- Promote the integration of Mission with operational management.
- Be honest, open and accountable.
- Uphold Mercy policy and procedures.

Clinical

- Performs duties under the direction of the Clinical Nurse Manager.
- Conducts nursing practice in accordance with the ANCI, ORNA or other relevant competencies and standards.
- Acts as a professional role model and clinical resource person.
- Demonstrates a customer focused culture responsible for assuring a clinical workload in accordance with the TrendCare or other Patient Acuity System.
- Provides the highest quality of patient care that is consistent with the professional standards expected from a high quality Clinical Nurse.
- Participates in the planning, delivery and evaluation of patient care.
- Evaluates and engages in self reflection to improve personal Nursing standards and professionalism.
- Upholds and promotes Infection Control Policies and Procedures in accordance with Mercy Hospital, Western Australian, National and International guidelines.
- Keeps up to date with clinical and technological nursing advances.

Strategic Financial and Operational Management

- Participates in relevant Hospital Committees as required.
- Works as a member of the team, having in mind Departmental and organisational goals and patient wellness outcomes.
- Liaises with the Clinical Nurse Manager in relation to clinical practice issues, rostering, management and budgeting issues at ward level.
- Participates in relevant professional nursing organisations.
- Promotes and assists development of colleagues' standards of nursing practice.
- Acts professionally within all Legislative and Government requirements.
- Undertakes responsibilities of specific portfolios at ward/department level as required.
- Monitors, maintains and develops own standards of professional nursing practice.
- Acts as a team leader as necessary.

Human Resource Management

- Maintains effective communication and teamwork within the Ward/Department and Hospital generally.
- Adheres to the Mercy Hospital Code of Conduct.
- Attends all compulsory Core Education programs as required, including In-service lectures and professional practice programs.

Quality Improvement/Risk Management/Occupational Safety and Health

- Participates in the Operational Plan, EQUiP Accreditation, Quality Improvement and Risk Management process.
- Participates in formulating appropriate safety, security and risk management strategies in the workplace for the protection and well being of staff and patients.
- Implements risk management and preventative measures whilst undertaking their role.
- Follows workplace procedures for hazard identification and risk control.
- Contributes to ensuring Occupational Safety and Health in the workplace.

Team Participation

- Participate as a valued team member promoting and contributing to a supportive team environment.
- Build relationships founded on trust and respect for every person.

- Promotes a customer focused culture within the team.

Selection Criteria

Essential

1. Demonstrated commitment to and ability to uphold and promote the Mission, Vision, Values and Philosophy and the Mercy Group.
2. Minimum acceptable qualification of a Clinical Nurse/Midwife with registration from the Nurses' Board of Western Australia.
3. Demonstrated knowledge and experience in the following areas:
 - Well developed clinical experience in Nursing.
 - High level understanding and commitment to patient care.
 - Infection Control and Occupational Safety, Health and Welfare in the context of statutory regulations.
 - Good understanding of legal issues pertaining to nursing and nursing administration.
 - Ability to uphold and promote the ANCI, ORNA or other relevant Competency standards.
4. Demonstrated high level of interpersonal skills and an ability to function as a team player.
5. Minimum of five (5) years recent acute clinical nursing experience, with a minimum three (3) years in the specialised area.
6. Sound written and verbal communication skills and demonstrated history of practicing empathy in providing quality patient health care.
7. Ability to demonstrate a good work ethic that includes punctuality, integrity and a commitment to professional practice.

Desirable

1. Knowledge of EEO statutes and principles.
2. Knowledge and experience in Occupational Safety and Health application.
3. Ability to organise risk prevention processes within the Department.

Key Performance Indicators

- Clinical
- Teamwork and Collaboration
- Safety Quality and Risk Management

Clinical

The Clinical Nurse/Midwife demonstrates a high level of clinical skills, knowledge and ability in effectively caring for patients and staff in the Department and ensuring that quality standards are consistently maintained and quality assurance practices are consistently monitored.

Teamwork and Collaboration

The Clinical Nurse/Midwife demonstrates an ability to work effectively and engage staff in the department as well as working as part of the team at all times.

Safety, Quality and Risk Management

The Clinical Nurse/Midwife supports and implements preventative risk management and quality strategies within the workplace from the viewpoint of securing the health, quality, safety and security of patients and fellow staff.

Performance Review

All new employment agreements at Mercy Hospital are subject to a three (3) month Probationary Period. Upon completion of this period, permanency of the appointment shall be assessed using the Mercy Hospital Performance Management and Review Tool. Thereafter all employees are required to participate in the annual Performance Review process.

ACKNOWLEDGEMENT OF STAFF MEMBER

I (Staff Member's name) have read, understand and agree to work within the above position description.

Staff Member's signature..... Dated.....

Date Compiled: 7.11.2000
Date Revised: 9.12.2002
Date Revised: 25.7.2006

SPECIFIC DUTIES/EXPECTATIONS OF THIS ROLE

CLINICAL NURSE/MIDWIFE