

POSITION DESCRIPTION

POSITION TITLE:	Registered Nurse/Midwife
DEPARTMENT:	Family Birthing Unit
CLASSIFICATION:	Level 1
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 Registered Nurse performs duties under the direction and supervision of the Clinical Nurse Manager/Clinical Nurse/Midwife, 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.
- Conducts nursing practice in accordance with the ANCI Competencies and Standards.
- Demonstrates a customer focused culture responsible for assuring a clinical workload in accordance with the TrendCare Patient Acuity System.
- Provides the highest quality of patient care that is consistent with the professional standards expected from a high quality Registered Nurse.
- Participates in the planning, delivery and evaluation of patient care.
- Acts as a team leader as necessary.
- Monitors, maintains and develops own standards of professional nursing practice.
- 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.

Teamwork and Collaborative Work Practices

- Participates in relevant Hospital Committees as required.
- Attends all compulsory Core Education programs as required, including in-service lectures and professional practice programs.
- Works as a member of the team, having in mind Departmental and organisational goals and patient wellness outcomes.
- Maintains effective communication and teamwork within the Ward/Department and Hospital generally.
- Participates in relevant professional nursing organisations.
- Promotes and assists development of colleagues' standards of nursing practice.
- Works professionally within all Legislative and Government requirements.
- Adheres to the Mercy Hospital Code of Conduct.
- Participate as a valued team member promoting and contributing to a supportive team environment.
- Build relationships founded on trust and respect for every person.

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.
- Participates in, contribute to, and implement quality improvement ideas and principles.
- Strive for the best possible outcomes on behalf of Mercy and its clients.
- Responsibly utilise resources

Selection Criteria

Essential

- Ability to uphold and promote the Mission and Values of the Organisation.
- Minimum acceptable qualification of a Registered Nurse with registration from the Nurses' Board of Western Australia.
- 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 Competency standards.
- Demonstrated high level of interpersonal skills and an ability to function as a team player.
- Sound written and verbal communication skills and demonstrated history of practicing empathy in providing quality patient health care.
- Ability to demonstrate a good work ethic that includes punctuality, integrity and a commitment to professional practice.

Desirable

- Some knowledge of EEO statutes and principles.
- Some knowledge and experience in Occupational Safety and Health applications.
- Ability to organise risk prevention processes within the Department.

Key Performance Indicators

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

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.....

Revised 13.05.2004
Date Revised 06.06.2005
Date Revised: 28.06.2006