

Position Description



POSITION TITLE: REGISTERED NURSE GRADE 2 (GRADUATE PROGRAM)	DIVISION: CLINICAL EDUCATION AND TRAINING
REPORTS TO: MANAGER CLINICAL EDUCATION & TRAINING	DIRECT REPORTS: <ul style="list-style-type: none"> • NURSE UNIT MANAGER • GRADUATE NURSE PROGRAM COORDINATOR • GRADUATE SUPPORT TEAM
APPROVED:	APPROVAL DATE:
PRIMARY OBJECTIVE:	
The Registered Nurse is responsible for the provision of patient / client / resident focused holistic nursing care to those assigned to him/her, in order to achieve desired clinical outcomes.	
BARWON HEALTH VISION – Together with our community we build healthier lives, inspired by world class standards	
STRATEGIC PILLARS	VALUES
<p>Our Consumers at the Forefront</p> <p>Our People at their Best</p> <p>Right Care, Right Time, Right Place</p> <p>Research, Education & Training for Excellence</p> <p>Our Community's Wellbeing</p> <p>MISSION With our consumers at the forefront, we excel in delivering efficient integrated care, education and research to advance health and wellbeing for all</p>	<p>Respect We RESPECT the people we connect with.</p> <p>Compassion We show COMPASSION for the people we care for and work with.</p> <p>Commitment We are COMMITTED to quality and excellence in everything we do.</p> <p>Accountability We take ACCOUNTABILITY for what we do.</p> <p>Innovation We drive INNOVATION for better care.</p>



POSITION DIMENSION & DECISION MAKING AUTHORITY:	KEY COMMUNICATION CONTACTS (INFORMED)	
<p>Without referral to manager (RESPONSIBLE)</p> <ul style="list-style-type: none"> ▪ Provision of direct patient care through a consumer centred approach and within scope of practice ▪ Nursing care for allocated patients ▪ Ensures all work is completed accurately on time and in accordance with Barwon Health policies and procedures <p>After Consultation with manager or others (CONSULTED)</p> <ul style="list-style-type: none"> ▪ Appropriate referral of any instances where the patient needs fall outside the scope of experience within the team ▪ Clinical deterioration ▪ Assist in education and planning <p>Referred to managers or others (CONSULTED)</p> <ul style="list-style-type: none"> ▪ Consumer complaints and compliments ▪ OH&S issues ▪ Improving Care initiatives 	<ul style="list-style-type: none"> ▪ Actively participate as a member of a multi-disciplinary team to ensure quality health outcomes for patients 	
	Purpose/Frequency of Contact	Contact/Organisation
Manager NE&T	As required /in the absence of the GNP Coordinator and Graduate Team. May be to manage issues of performance management or for general advice on any issue.	
Graduate Nurse Program Coordinator / Graduate Team	Regular/daily to receive guidance and direction relating to patient care, learning needs and general advice.	
NUM	Regular to ensure patient care requirements are met and to contribute to effective team outcomes	
ANUM	Daily to receive guidance and direction on patient care and to advise any issue	
Work team	Daily to ensure quality patient care is delivered at all times	
Other health professionals	Daily to ensure quality patient care is delivered at all times	
Relatives and friends of patients	As required to inform of patient wellbeing	



KEY ACCOUNTABILITIES		
Key Result Area	Major Activities	Performance Measures:
<ul style="list-style-type: none"> • Patient care 	<ul style="list-style-type: none"> • Practice in accordance with the Nursing and Midwifery Board of Australia Registered Nurse Standards for Practice. • Delivery of consumer centred care that meets best practice standards and in line with Barwon Health requirements. • Provide quality patient care using evidence based approach and in line with Barwon Health Policy and Procedure. • Facilitate service coordination where possible to ensure broader health and well-being issues are supported 	<ul style="list-style-type: none"> • Standards for Practice are met • Achievement of best practice standards • Referrals
<ul style="list-style-type: none"> • Safety and Quality 	<ul style="list-style-type: none"> • Understand the application of National Safety and Quality Standards and Residential Aged Care Guidelines to ensure compliance with applicable regulatory bodies in maintained. • Actively participate in improving care activities and service redesign initiatives. • Participate in regular audit processes to ensure compliance with applicable regulatory bodies is maintained. • Demonstrate respect for individual's values, customs and spiritual beliefs to ensure patient care is effective and culturally appropriate. 	<ul style="list-style-type: none"> • Adherence to National Safety and Quality Standards &/or the National Community Common Care Standards. • Participation in Safety and Quality initiatives. • Participation in and completion of Graduate Safety and Quality Project • Compliance with Managing Diversity and EEO policies
<ul style="list-style-type: none"> • Teamwork 	<ul style="list-style-type: none"> • Establish and maintain effective communication within a multi-disciplinary team to ensure patients receive quality ongoing care. • Actively participate in the promotion of a positive and engaging team culture. 	<ul style="list-style-type: none"> • Active ongoing contribution within multi-disciplinary team • Positive role model within team
<ul style="list-style-type: none"> • Information Management 	<ul style="list-style-type: none"> • Utilise Barwon Health's IT systems to ensure accurate development and maintenance of patient related documentation in a timely manner. • Regular monitoring of patient related documentation to ensure compliance with applicable legal and regulatory bodies. 	<ul style="list-style-type: none"> • Patient related documentation is complete and accurate • Documentation complies with legal and regulatory bodies requirements
<ul style="list-style-type: none"> • Professional competence and development 	<ul style="list-style-type: none"> • Ensure compliance with National Framework for Decision Making by Nurses and Midwives on Scopes of Practice. • Share skills and knowledge to contribute to professional development of colleagues, students and others. • Maintain annual registration requirements and continuing professional development (CPD) standards outlined by AHPRA through participation in relevant educational programs. 	<ul style="list-style-type: none"> • National Framework for Decision Making by Nurses and Midwives on Scopes of Practice requirements met • Annually registered with AHPRA • CPD requirements met and documented • Active participation in others learning • Attends mandatory study days as part of the Graduate Nurse Program • Frequently attends and participates in Graduate Professional Development sessions • Attends and participates in any other education organised by the graduate team/clinical area.



KEY ACCOUNTABILITIES		
Key Result Area	Major Activities	Performance Measures:
<ul style="list-style-type: none"> Other duties 	<ul style="list-style-type: none"> Lives and models the Barwon Health Values at all times – including team based above and below behaviours. Participates and contributes to team, organisational and external initiatives as required including committees and working parties Undertake special projects or reports required by Manager on a wide range of issues. Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness. 	<ul style="list-style-type: none"> Barwon Health Values modelled at all times Participation in team meetings, committees and working parties

KEY SELECTION CRITERIA – LEADERSHIP CAPABILITY FRAMEWORK

Barwon Health Leadership Capabilities

Leadership Behaviour 1 – SHAPES STRATEGIC THINKING

- Confidently contributes new ideas to the team and is committed to continuous improvement.
- Correctly integrates information from different sources.
- Concisely summarises information & integrates into a coherent report.
- Assesses information critically to arrive at appropriate solutions.

Leadership Behaviour 2 – ACHIEVES RESULTS

- Exercises sound judgement in decision making based on complete & accurate information.
- Applies technical expertise to help Barwon Health progress.
- Proactively and correctly assesses possible problems and takes actions to solve them accordingly.
- Is responsive in balancing priorities to ensure timeframes are met.
- Effectively engages with relevant stakeholders.

Leadership Behaviour 3 – FORGES RELATIONSHIPS AND ENGAGES OTHERS

- Works well with others and collaborates effectively with other team members.
- Consults and shares information with own team and seeks input from others.
- Acknowledges the skills, diversity, knowledge and contributions of others.
- Contributes to the development of individuals.

Leadership Behaviour 4 – EXEMPLIFIES PERSONAL DRIVE AND PROFESSIONALISM

- Advises stakeholders and influences outcomes where appropriate.
- Utilises non-verbal communication and active listening effectively.
- Builds and maintains the best possible relationships with patients.
- Uses organisational awareness when providing solutions to stakeholders.



KEY ACCOUNTABILITIES		
Key Result Area	Major Activities	Performance Measures:
	<ul style="list-style-type: none"> Models a professional approach to service delivery. 	
Leadership Behaviour 5 – DRIVES BUSINESS EXCELLENCE <ul style="list-style-type: none"> Completes all work ensuring appropriate attention to detail Gains credibility by showing reliability and consistency in principles, values and behaviour. Works in accordance and accepts Barwon Health’s expectations, protocol’s, policies and values. Adopts a flexible attitude towards changing circumstances, adapting if necessary. Accepts other methods or solutions when offered. 		
KEY SELECTION CRITERIA – SPECIALIST KNOWLEDGE		
Qualifications and Experience ESSENTIAL: <ul style="list-style-type: none"> Degree level qualification with a recognised educational institution in Nursing (or other if required) Registration with AHPRA 		

