



**REGISTERED NURSE
ST VINCENT'S HOSPITAL, SYDNEY
POSITION DESCRIPTION**

POSITION TITLE:	Department Specific	
DEPARTMENT:	Department Specific	
AGREEMENT:	Named NSW (non-declared) Affiliated Health Organisations' Nurses Agreement, 2017	
CLASSIFICATION:	Year 1 to 8	
CAPABILITY LEVEL:	Level 2	
REPORTS TO:	Department Specific	
STATUS:	Permanent/Maximum Term Full Time/Part Time/Casual	Shift work required? Yes/No (please delete)
HOURS:	Up to 38 hours per week	
EMPLOYMENT SCREENING		
NATIONAL CRIMINAL RECORD CHECK:	Yes	
WORKING WITH CHILDREN BACKGROUND CHECK:	Yes/No (please delete)	
WORKING WITH AGED CARE CHECK:	Yes/No (please delete)	
VACCINATION CATEGORY:	Category A/B (please delete)	
DIRECT REPORTS:	Nil	
KEY RELATIONSHIPS (INTERNAL):	<ul style="list-style-type: none">• Nursing Unit Manager• Clinical Nurse Educators• Clinical Nurse Consultants• Nurse Education & Development Centre• Learning and Development Unit• Director Of Nursing	
KEY RELATIONSHIPS (EXTERNAL):	Department Specific	
KEY RESPONSIBILITIES:	<ul style="list-style-type: none">• Assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team so as to achieve goals and health outcomes• Takes a leadership role in the coordination of nursing and health care ensuring they practices independently and interdependently, assuming accountability and responsibility for their own actions and delegation of care to enrolled nurses and health care workers.	
LOCATION:	Department Specific	

POSITION PURPOSE

The registered nurse provides evidence-based nursing care to people of all ages and cultural groups, including individuals, families and communities. The registered nurse assesses, plans, implements and evaluates

nursing care in collaboration with individuals and the multidisciplinary health care team so as to achieve goals and health outcomes. The registered nurse takes a leadership role in the coordination of nursing and health care within and across different care contexts to facilitate optimal health outcomes. This includes appropriate referral to, and consultation with, other relevant health professionals, service providers, and community and support services. The registered nurse practices independently and interdependently, assuming accountability and responsibility for their own actions and delegation of care to enrolled nurses and health care workers. Delegation takes into consideration the education and training of enrolled nurses and health care workers and the context of care

ST VINCENT'S HEALTH AUSTRALIA: IDENTITY

Our organisational values are relevant to all positions. All employees are required to consistently demonstrate behaviours that support the Mission, Vision and Values of St Vincent's Health Australia and promote an ethical environment in accordance with the St Vincent's Health Australia Code of Conduct.

OUR MISSION

As a Catholic health and aged care service provider, our mission is to bring God's love to those in need through the healing ministry of Jesus. We are especially committed to people who are poor and vulnerable.

We draw on the talents of our people and collaborate with others who share our vision and values to continue the pioneering spirit of Mary Aikenhead and the Sisters of Charity. We are committed to providing compassionate and innovative care, enabling hope for those we serve.

OUR VISION

To lead transformation in health care inspired by the healing ministry of Jesus.

OUR VALUES

Our values, based on the Gospels, reflect the healing ministry of Jesus, and act as a point of reference for our decision making which is fundamental to our catholic identity. Our values provide direction as to the type of organisation we aspire to be and the kind of behaviours we regard as appropriate to help achieve our aspirations. Our values underpin all that we do and are demonstrated through our everyday actions, giving our mission and vision life.

Compassion: Caring for others with an openness that affirms life and healing

Justice: Acting with courage and fairness in pursuit of what is right and just

Integrity: Ensuring our actions and decisions are grounded in our values, reflecting both honesty and authenticity

Excellence: Demonstrating a passionate commitment to continuous improvement and innovation

OUR CARE

Our Care is:

- Provided in an environment underpinned by our mission and values
- Holistic and centred on the needs of each patient and resident
- High quality, safe, and continuously improved to ensure best practice
- Innovative and informed by current research using contemporary techniques and technology
- Delivered by a team of dedicated, appropriately qualified people who are supported in a continuing development of their skills and knowledge
- Committed to a respect for life in accordance with the Gospels

MISSION AND CATHOLIC IDENTITY

- Promote the mission, vision and values of St Vincent's Health Australia, the St Vincent's Health Australia Code of Conduct, and ensure these principles are effectively integrated in all areas of responsibility
- Actively contribute to the development of a positive organisational culture, aligned to the mission and values of St Vincent's Health Australia.
- Participate in information programs to ensure a clear understanding of the ministry and how the changing needs and environment of the Healthcare sector may impact on the delivery of the St Vincent's Health Australia Mission.

POSITION DUTIES

The Registered Nurse (Division 1) will comply with the seven standards that constitute the Nursing and Midwifery

Board of Australia standards for Registered Nurses and the two domains from St Vincent's Hospital Sydney Ltd. The standards can be access via the link below.

<http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/registered-nurse-standards-for-practice.aspx>

Key Professional Responsibilities

The following guides are to be read in conjunction with the St Vincent's Health Australia Code of Conduct and Code of Ethical Standards. The St Vincent's Health Australia Code of Ethical Standards takes precedence over the Nursing Code of Ethics where there is a discrepancy. The standards should be read in conjunction with the following relevant documentation, including, but not limited to:

[Decision-making framework \(NMBA 2013\)](#),
[Nursing practice decisions summary guide \(NMBA 2010\)](#),
[Nursing practice decision flowchart \(NMBA 2013\)](#),
[Code of professional conduct for nurses in Australia \(NMBA 2008\)](#),
[Code of ethics for nurses in Australia \(NMBA 2008\)](#), and
[Professional boundaries for nurses in Australia \(NMBA 2010\)](#).

STANDARDS

Standard 1: Thinks critically and analyses nursing practice

Registered Nurses use a variety of thinking strategies and the best available evidence in making decisions and providing safe, quality nursing practice within person-centred and evidence-based frameworks.

- 1.1 Accesses, analyses, and uses the best available evidence, that includes research findings, for safe, quality practice
- 1.2 Develops practice through reflection on experiences, knowledge, actions, feelings and beliefs to identify how these shape practice
- 1.3 Respects all cultures and experiences, which includes responding to the role of family and community that underpin the health of Aboriginal and Torres Strait Islander peoples and people of other cultures
- 1.4 Complies with legislation, regulations, policies, guidelines and other standards or requirements relevant to the context of practice when making decisions
- 1.5 Uses ethical frameworks when making decisions
- 1.6 Maintains accurate, comprehensive and timely documentation of assessments, planning, decision-making, actions and evaluations, and
- 1.7 Contributes to quality improvement and relevant research.

Standard 2: Engages in therapeutic and professional relationships

The Registered Nurse practice is based on purposefully engaging in effective therapeutic and professional relationships. This includes collegial generosity in the context of mutual trust and respect in professional relationships.

- 2.1 Establishes, sustains and concludes relationships in a way that differentiates the boundaries between professional and personal relationships
- 2.2 Communicates effectively, and is respectful of a person's dignity, culture, values, beliefs and rights
- 2.3 Recognises that people are the experts in the experience of their life
- 2.4 Provides support and directs people to resources to optimise health-related decisions
- 2.5 Advocates on behalf of people in a manner that respects the person's autonomy and legal capacity
- 2.6 Uses delegation, supervision, coordination, consultation and referrals in professional relationships to achieve improved health outcomes
- 2.7 Actively fosters a culture of safety and learning that includes engaging with health professionals and others, to share knowledge and practice that supports person-centred care
- 2.8 Participates in and/or leads collaborative practice
- 2.9 Reports notifiable conduct of health professionals, health workers and others

Standard 3: Maintains the capability for practice

Registered Nurses, as regulated health professionals, are responsible and accountable for ensuring they are safe, and have the capability for practice. This includes ongoing self-management and responding when there is

concern about other health professionals' capability for practice. Registered Nurses are responsible for their professional development and contribute to the development of others. They are also responsible for providing information and education to enable people to make decisions and take action in relation to their health.

- 3.1 Considers and responds in a timely manner to the health and wellbeing of self and others in relation to the capability for practice
- 3.2 Provides the information and education required to enhance people's control over health
- 3.3 Uses a lifelong learning approach for continuing professional development of self and others
- 3.4 Accepts accountability for decisions, actions, behaviours and responsibilities inherent in their role, and for the actions of others to whom they have delegated responsibilities
- 3.5 Seeks and responds to practice review and feedback
- 3.6 Actively engages with the profession
- 3.7 Identifies and promotes the integral role of nursing practice and the profession in influencing better health outcomes for people

Standard 4: Comprehensively conducts assessments

Registered Nurses accurately conduct comprehensive and systematic assessments. They analyse information and data and communicate outcomes as the basis for practice.

- 4.1 Conducts assessments that are holistic as well as culturally appropriate
- 4.2 Uses a range of assessment techniques to systematically collect relevant and accurate information and data to inform practice
- 4.3 Works in partnership to determine factors that affect, or potentially affect, the health and wellbeing of people and populations to determine priorities for action and/ or for referral
- 4.4 Assesses the resources available to inform planning

Standard 5: Develops a plan for nursing practice

Registered Nurses are responsible for the planning and communication of nursing practice. Agreed plans are developed in partnership. They are based on the RNs appraisal of comprehensive, relevant information, and evidence that is documented and communicated

- 5.1 Uses assessment data and best available evidence to develop a plan
- 5.2 Collaboratively constructs nursing practice plans until contingencies, options priorities, goals, actions, outcomes and timeframes are agreed with the relevant persons
- 5.3 Documents, evaluates and modifies plans accordingly to facilitate the agreed outcomes
- 5.4 Plans and negotiates how practice will be evaluated and the time frame of engagement
- 5.5 Coordinates resources effectively and efficiently for planned actions

Standard 6: Provides safe, appropriate and responsive quality nursing practice

Registered Nurses provide and may delegate, quality and ethical goal-directed actions. These are based on comprehensive and systematic assessment, and the best available evidence to achieve planned and agreed outcomes

- 6.1 Provides comprehensive safe, quality practice to achieve agreed goals and outcomes that are responsive to the nursing needs of people
- 6.2 Practises within their scope of practice
- 6.3 Appropriately delegates aspects of practice to enrolled nurses and others, according to enrolled nurse's scope of practice or others' clinical or non-clinical roles
- 6.4 Provides effective timely direction and supervision to ensure that delegated practice is safe and correct
- 6.5 Practises in accordance with relevant policies, guidelines, standards, regulations and legislation
- 6.6 Uses the appropriate processes to identify and report potential and actual risk related system issues and where practice may be below the expected standards

Standard 7: Evaluates outcomes to inform nursing practice

Registered Nurses take responsibility for the evaluation of practice based on agreed priorities, goals, plans and outcomes and revises practice accordingly

- 7.1 evaluates and monitors progress towards the expected goals and outcomes
- 7.2 revises the plan based on the evaluation
- 7.3 determines, documents and communicates further priorities, goals and outcomes with the relevant persons

Workplace Health and Safety

- a) Complies with Workplace Health and Safety policies, procedures and safe work practices
- b) Promptly reports all incidents/injuries to their supervisor/line manager and completes a Riskman entry
- c) Ensures hazards are reported to supervisor/line manager and/or after hours managers
- d) Documents identified hazards in the ward/department hazard register and Riskman system
- e) Assists with assessment & development of control methods for identified hazards
- f) In consultation with supervisor/line manager ensures health and safety of self and does not put others at risk by own actions or omissions
- g) Participates in health and safety initiatives and consultation processes within the department/specialty
- h) Ensures health and safety of self and does not put others at risk by own actions or omissions
- i) Uses equipment provided in a safe manner as per hospital policy, Safe Operating Procedures and Material Safety Data Sheets
- j) Utilises personal protective equipment appropriately and when required
- k) As appropriate, participates in the workplace rehabilitation program following a work related injury
- l) Reports defects and/or equipment problems to supervisor/line manager or after hours manager

Self-Management

- a) Is open to change and actively and positively participates in new models of care, changes in service model and redesign initiatives.
- b) Builds cooperative and constructive relationships
- c) Participates in the Hospital's Patient Safety Program by ensuring timely and accurate reporting of near or actual incidents via organisational incident monitoring program
- d) Reports for duty punctually and gives adequate notice of absenteeism
- e) Is compliant with hospital uniform policy
- f) Complies with organisation mandatory training requirements
- g) Undertakes other duties/tasks as requested from time to time (within scope of practice)

COMPLIANCE

Please include any other relevant points

- a) Ensure compliance across all relevant standards of accreditation and legislative requirements within areas of responsibility or as delegated by the CEO, St Vincent's Health Network Sydney.
- b) Ensure facilities operate at all times in compliance with the Catholic Health Australia Code of Ethical Standards for Catholic Health and Aged Care Services in Australia and relevant legislation.
- c) Ensure compliance with relevant legislation, standards and industrial instruments.
- d) Operate within the delegated responsibilities and authorities as set by St Vincent's Health Australia
- e) Ensure relevant personal qualification, registrations and memberships are maintained at the required level.
- f) Ensure that employees are compliant with mandatory training requirements.
- g) Current immunity status that complies with the Occupational Assessment, Screening & Vaccination against Specified Infectious Diseases - Policy Directive PD2018_009

National Safety and Quality Health Service Standards

The Registered Nurse is a key participant and driver of quality and safety within their departments and across the organisation. The link below outlines a range of these responsibilities

http://ppresource.stvincents.com.au/ESKE-PSQU_Intranet/Poster-Roles&Responsibilities-Safety&QualityInHealthCare-ACSQHC.pdf

INCUMBENT CAPABILITY REQUIREMENTS – Level 2

The incumbent shall possess and demonstrate the following core capabilities:

CAPABILITY		DEMONSTRATED BEHAVIOUR
PERSONAL	Personal Effectiveness	Plans & Organises – Takes responsibility for accurate, timely work results
	Learning Agility	Adaptability – Identifies personal development needs and seeks information from a range of sources

OUTCOMES	Patient/ Resident Centered	Patient Focused – Strives to meet and exceed expectations, demonstrating sound judgement
	Innovation and Improvement	Identifies Issues – Contributes to improvement by reviewing strengths and weaknesses of current processes
STRATEGY	Driving Results	Delivers Results – Manages own work load to deliver results
	Organisational Acumen	Understands Interdependencies – Understands the interdependencies between departments
PEOPLE	Working With and Managing Others	Monitors Others – Takes responsibility for ensuring productive, efficient teamwork
	Collaboration	Collaborates – Works collaboratively within and outside the team

SELECTION CRITERIA

- Personal integrity and demonstrated commitment to the Philosophy, Mission and Values of Mary Aikenhead Ministries and St Vincent’s Health Australia.
- Currently registered as a Registered Nurse (Division 1) with the Australian Health Professionals Regulation Agency
- Demonstrated ability to work within the interdisciplinary team
- Demonstrated commitment to ongoing professional development
- Demonstrated computer literacy with email and an electronic patient record system
- Demonstrated effective communication and interpersonal skills
- Demonstrated evidence of integration of theoretical knowledge and clinical skills, critical thinking and analysis in their daily practice as a registered nurse
- Demonstrated effective time management skills and ability to prioritise competing workloads with in a complex environment

EMPLOYEE DECLARATION

I have read this position description, I understand the position requirements and position demands checklist and agree that I can fulfill these requirements to the standards outlined. I am not aware of any reason, which might interfere with my ability to perform the inherent position requirements and position demands of this position

_____	_____	_____
Employee Name	Employee Signature	Date
_____	_____	_____
Manager’s Name	Department	Date