

POSITION DESCRIPTION



Position Title	Registered Nurse/Midwife
Position Number	N5945
Department	Acute Services
Classification	Registered Nurse/Midwife – Grade 2
Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020 - 2024
Reports to:	Midwifery & UCC Manager

Position Purpose:

A Registered Nurse/Midwife (RN/MID) is responsible for ensuring that clinical practice and delivery of care is consistent with the Nursing and Midwifery Board of Australia Standards for Practice.

Department / Unit Specific Overview

East Grampians Health Service has a 29-bed inpatient unit offering a wide range of clinical services located at the main Ararat campus. The inpatient unit accommodates medical, surgical, paediatric, perioperative, midwifery and palliative care patients. Developing health service partnerships, EGHS aims to service the health care needs of patients within the community as well as neighbouring towns. EGHS offers a 24-hour urgent care centre which is supported by our local GP clinic. Other acute services provided include an on-site pathology laboratory and medical imaging services.

Our Values



Integrity

We value integrity, honesty and respect in all relationships



Excellence

We value excellence as the appropriate standard for all services and practices



Community

We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background



Working Together

We value equally all people who make a contribution to EGHS to achieve shared goals



Learning Culture

We strive to continually lead and develop through education, training, mentoring and by teaching others.

Organisational Context

East Grampians Health Service (EGHS) is a rural health service located in Ararat and Willaura in Western Victoria. EGHS is an integral part of a thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

Serving a diverse community, EGHS delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, consumers and the community.



Our Vision

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

Our Purpose

To meet people's health needs through leadership, strong partnerships and wise use of resources.

Strategic Actions

See [Strategic Plan 2023 – 2027](#).

Organisational Responsibilities

- Be aware of and work in accordance with EGHS policies and procedures, including:
 - [Victorian Public Sector - Code of Conduct](#)
 - [Confidentiality, Security and Management of Information - SOPP 24.02](#)
 - [Hand Hygiene - SOPP 70.18](#)
 - [Occupational Health and Safety - SOPP 72.09](#)
 - [Person Centred Care - SOPP 60.20](#)
 - [Safety - SOPP 72.13](#)
 - [Performance Development policy - SOPP 35.27](#)
 - [Risk Management - SOPP 74.01](#)
 - [Child Safe – SOPP 57.24](#)
- Be respectful of the needs of patients, consumers, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
- Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates to your area of work and associated accreditation.
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a national Police check. Also provide a National Disability Insurance Scheme (NDIS) worker check or the necessary details (if required).
- Identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients, consumers and visitors
- Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
- Participate in all mandatory education and orientation sessions as outlined by EGHS.

East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.



Responsibilities and Major Activities

- Responsible for ensuring that clinical practice and delivery of care is consistent with the Nursing and Midwifery Board of Australia Standards for Practice.
- Accepts responsibility for own actions, recognises limitations in practice and abilities and seeks input from more experienced clinicians and help as necessary
- Provide physical, emotional and environmental assistance for patients
- Plans, delivers, evaluates and reviews nursing care in partnership with the medical practitioner, patient/resident, their families/carers and the multidisciplinary team
- Prioritises workload based on needs, acuity and optimal time for intervention and provide leadership and coordination of work for less experienced staff
- Provide supervision and mentorship to students and less experienced staff in their ability to provide safe and effective care
- Demonstrate accurate, complete and up-to-date documentation in line with EGHS policies and maintain a high documentation standard of all staff within the designated area
- Contributes to and supports the usage of best evidence to drive patient care
- Ensure that all patients, residents, clients, visitors and staff are treated with respect, dignity and courtesy in an environment that is free from harassment and discrimination
- Undertake the admission and discharge of patients as required by your area of work

Key Performance Indicators

Key performance measures are how you the applicant will be measured as to meeting the responsibilities of the position listed above. These will be measures will be used as a part of the Personal Development Plan (PDP) to be commenced within the first six months of the appointment and then to be reviewed on an annual basis.

- Consistent delivery of nursing care against identified need
- Patient's confidence in the knowledge and skills of the nurse
- Evidence of accurate and appropriate documentation where required

Key Selection Criteria

Essential Criteria:

- Dual qualification as a Registered Nurse/Midwife with current APHRA registration
- Commitment to a high standard of personal appearance and conduct that is clean, neat, tidy, punctual and respectful in language and manner towards staff, patients, residents and visitors
- Demonstrated sound level of clinical nursing skills and ability to work safely and effectively within the designated area.
- Demonstrated excellent written and verbal communication, co-ordination and organisational skills
- Demonstrated ability to contribute and practice collaboratively as part of a multidisciplinary team
- Commitment to flexibility and innovation in practice including an evidence based approach to care
- Demonstrate excellent computer literacy skills for use within the designated area
- Current drivers licence

Also required is evidence of current completion of / participation in:

- FSEP Level 3
- PROMPT
- PPH management
- Neo-Resus / MANE



Desirable Criteria

- Post-graduate qualification in Urgent Care or RIPERN

Must comply to having or completion of:

- National Police Check (renewed every 3 years)
- Working with Children Check (renewed every 5 years)
- Immunisation requirements (annually)

Acknowledgement

Employee Name	
Employee Signature	Date
Manager Name	
Manager Signature	Date
Developed Date (MM,YY)	05/2021
Developed By Name	P Armstrong
Developed by Title	Director of Clinical Services

