



Position Description

[ALL CALVARY SERVICES/SERVICE]

Version: [Version]

Position Title:	Registered Nurse		
Position Number:		Cost Centre:	
Site/Facility:			
Department:	Nursing		
Enterprise Agreement	Calvary Health Care Adelaide Nursing Employees & ANMF (South Australian Branch) Enterprise Agreement		
Classification:	<i>As per letter of Offer</i>		
Reports To:	Clinical Manager / Director of Clinical Services		
Date of Preparation:	June 2015	Date Updated:	January 2024

Primary Purpose

The Registered Nurse is responsible for the provision of comprehensive care of a specific group of patients and provide support & direction to less senior registered colleagues, enrolled & student nurses, AIN'S and HSA's.

Organisational Environment

Founded in 1885 by the Sisters of the Little Company of Mary, Calvary is a charitable, not-for-profit, Catholic health care organisation. Our mission is to provide quality, compassionate health care to the most vulnerable, including those reaching the end of their life. With over 18,000 staff and volunteers, we have a national network of 14 Public and Private Hospitals, 72 Residential Care and Retirement Communities and 19 Community Care service centres

Calvary continues the mission of the Sisters of the Little Company of Mary, a mission focused on caring for those who are sick, dying and in need. We express our values of hospitality, healing, stewardship and respect through "being for others" exemplified by the Spirit of Calvary and the example of Venerable Mary Potter.

As an equal opportunity employer, we value diversity and are committed to fostering a workplace that is respectful, welcoming and inclusive where people are supported to draw strengths from their identity, culture and community. We value the integral dignity of each person, regardless of their religion, race, gender, cultural background or choices.

Accountabilities and Key Result Areas

People and Culture:

- Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.
- Work in accordance with the mission and vision of Calvary and actively participate in developing a culture that promotes Calvary's values of healing, hospitality, stewardship and respect.
- Act in a professional manner at all times when dealing with internal & external clients.
- Positively promote the organisation both internally & externally.
- Be prompt and provide courteous service to clients, colleagues and the broader community.
- Maintain confidentiality on all issues relating to the Organisation, the clients & fellow colleagues.

- Treat all clients with respect & equality, whilst being responsive to their needs.
- Maintain a professional and pleasing telephone manner and be responsive to telephone enquiries
- Discuss with patients and their significant others the planned approach to care and acting as patient advocate to assist them to make informed decisions.

Excellence in Care:

- Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.
- Giving direct care to a specific patient population within each unit.
- Using a patient centred approach to patient assessment.
- Maintaining continuity of care for each patient.
- Accepting responsibility on behalf of the Enrolled Nurse, AIN's and HSA's for those duties which they are unable to undertake due to Regulations of the Nurses Board of South Australia, the position description and hospital policies.
- Evaluating outcomes of care and initiating appropriate follow-up.
- To maintain a discharge plan for each patient from admission to discharge.
- To participate in the team leader role.
- Upholding the principles and practices of infection control by observing Infection Control Guidelines and Standard Precautions as outlined in the Infection Control Manual.
- Ensuring familiarity in Emergency Procedures through annual updates.
- Maintenance of annual competencies and those competencies required to fulfil the needs of the specific area of expertise.

Service Development & Innovation:

- Participate in and contribute to quality improvement programs and other facility activities to meet Service/Accreditation Standards.
- Participate and contribute in occupational health and safety activities to ensure a safe work environment for clients, community, staff and visitors.
- Continually develop both personally & professionally to meet the changing needs of your career & industry.
- Attend and evidence all mandatory training sessions provided by the organisation and be actively involved in other training & development as required.
- Achieve and evidence annual education points as specified by ANCI standards
- Actively participate in the Performance Management process as required.
- Actively participate in discharge planning and primary case management of the patient.
- Being involved in teaching/preceptor programs at Unit level
Demonstrating a sound knowledge of the legal implications of the role of the Registered Nurse and functioning in accordance with legislation affecting nursing practice.
- Acting to rectify unprofessional conduct.
- Ensuring accurate documentation with clinical pathways and variance analysis.
- Providing comprehensive handover to staff on other shifts.

Wise Stewardship

- Ensure that all documentation is accurate and completed in a professional and timely manner.
- Develop patient care pathways which consider priorities, timeframes actions and outcomes.
- Evaluating and altering the patient care pathways in relation to changing patient needs in consultation with the Clinical Manager/Clinical Nurse.

WH&S Responsibilities:

- Take reasonable care of your own health and safety and the health and safety of others in the workplace;
- Comply with relevant Calvary WHS policies, procedures, work instructions and requests;

- Report to your supervisor any incident or unsafe conditions which come to your attention;
- Observe any additional requirements as outline in Calvary’s WHS Responsibilities, Authority and Accountability Table (published on Calvary intranet)
- Participate in activities that will assist recovery and return to work in line with Return to Work legislation

Community Engagement:

- Be aware of, and practice according to, the organisation’s Aims, Objectives & Core Values.
- Demonstrate the ability to work positively within a team to achieve team goals.
- Work harmoniously with other team members to achieve service delivery excellence.
- Resolve any workplace conflict in a professional manner and through the correct processes.
- Be required to relieve on other wards when inpatient numbers fall or when expertise is required in other areas.

****A Duty Task List should be referred to for all site or departmental specific requirements of this position.**

Key Relationships

Internal:	<ul style="list-style-type: none"> • Patients • All Nursing Staff
External:	<ul style="list-style-type: none"> • Patients and Visitors

Position Impact

Direct Reports	
Budget:	Click here to enter text.

Selection Criteria

Essential

- Registered with the Nurses Board of South Australia
- Bachelor of Nursing Degree or equivalent Criteria 2

Desirable

- Effective communication & interpersonal skills
- Demonstrated competence as nurse clinician
- Expertise and/or qualifications in specific speciality as required

Approvals

Job Holder’s signature:	Date:
Manager’s signature:	Date: