Government of South Australia
Women's and Children's Health Network

ROLE DESCRIPTION

Role Title:	Registered Nurse – Perioperative Scrub Scout
Classification Code:	RN1
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Hospital
Division:	Surgical Services
Department/Section / Unit/ Ward:	Rogerson and Queen Victoria Operating Suites
Role reports to:	Nursing Service Director - Theatre
Role Created/ Reviewed Date:	July 2026
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider)
Immunisation Risk Category	Category A (direct contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

The Registered Nurse provides nursing services in primary health, secondary, tertiary or quaternary service settings. Employees working at this level develop from novice practitioners to a proficient level of professional practice.

The Registered Nurse is accountable and responsible for the provision of quality care to clients/patients and their families.

The Registered Nurse works in collaboration with other health professionals and in partnership with women, children, youth and their families and other agencies to ensure optimum health outcomes. This includes the provision of education and information to clients and families.

The Registered Nurse also provides support, direction and education to students, nurses and other health professionals.

The Registered Nurse consolidates knowledge and skills, and develops in capability through continuous professional development and experience.

The Registered Nurse accepts accountability for own standards of nursing care and for activities delegated to others.

Direct Reports:

> Nil

Key Relationships/ Interactions:

Internal

- Provides supervision of students, Assistants in Nursing/Midwifery, and Enrolled Nurses.
- Reports to Nurse Unit Manager (NUM)
- Maintains a close and collaborative working relationship with the Nurse Consultant, Associate NUM, Clinical Nurses and Enrolled Nurses.
- Maintains a cooperative and productive working relationship with all members of the health care team
- Provides direct or indirect supervision Nursing students, students in Enrolled Nursing and Enrolled Nurses

External

- Patients/carers/parents/families
- Maintains relationships with other government or non- government organisations who are relevant to support of the client group

Challenges associated with Role:

Major challenges currently associated with the role include:

- Providing evidenced based care, developing clinical leadership skills while keeping up to date with professional standards of practice and quality management initiatives consistent with organisational policies
- Working with children, youth, women and their families where there are multiple complexities and diverse cultural backgrounds
- Recognising and responding to clinical deterioration or other incidents and escalating appropriately
- Keeping professionally up to date with research and nursing technological advances
- Dealing appropriately and relevantly with children, youth, women and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients
- Developing and accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices

Delegations:

- Nil

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- *Work Health and Safety Act 2012* (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meeting immunisation requirements as outlined by the *Addressing vaccine preventable disease: Occupational assessment, screening and vaccination policy*
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- Addressing Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012* (SA).
- *Information Privacy Principles Instruction.*
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009, Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual.*
- Relevant Australian Standards.
- Maintaining confidentiality.
- Ensuring a smoke free workplace.
- Valuing and respecting the needs and contributions of SA Health Aboriginal staff and clients and committing to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Creating an inclusive and responsive environment where Aboriginal and Torres Strait Islander consumers are welcomed, valued and respected for their cultural knowledge and lived experiences. Our commitment extends to enhancing culturally safe workplaces by investing in our Aboriginal and Torres Strait Islander workforce, aligning with the SA Health Aboriginal Workforce Framework.
- Elevating the cultural capability of our non-Aboriginal staff, ensuring they can drive meaningful improvements in the health system, policies, planning and practices. This ensures our services are responsive to the cultural needs identified by Aboriginal and Torres Strait Islander people.
- Supervising and overseeing of volunteers assigned within the department, in collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit, and must be renewed every 5 years from the date of issue
- For 'Risk Assessed Roles' under the *NDIS Worker Screening Rules 2018*, the individual's NDIS Worker Check must be renewed every 5 years from the data of issue (or are required to be compliant with transitional arrangement for South Australia).
- Failure to renew required criminal history screenings prior to nominated expiry will require your absence by way of approved leave until a renewal is obtained.
- A satisfactory National Police Certificate (NPC) assessment is required.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the
- SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.

Zero Tolerance to Racism:

The Women's and Children's Health Network has zero tolerance to racism. The Network is committed to ensuring its staff, volunteers, consumers and visitors are able to work or access health services in an environment that is culturally safe and free from any form of racism or discrimination.

Our staff are supported to address any form of racism in all environments, in line with our Corporate Procedure: ***Zero Tolerance to Racism – Identifying, Responding, and Managing in the Workplace***.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must always act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct delivery of high-quality clinical care to patients/clients and their families using evidence-based practice	> Practices as a Registered Nurse within the established nursing model to support client centred care. > Working within a model of client centred care, provides a high standard of clinical care underpinned by foundation theoretical knowledge and adherence to appropriate standards, policies, protocols, procedures and evidence-based guidelines. > Assesses, plans, implements and co-ordinates care/appropriate service delivery options aimed at improving patient/client health outcomes. > Actively participates in monitoring client care plans and participates in clinical review programmes/audits to ensure quality patient outcomes > Regularly communicates changes in care planning to appropriate staff > Reviews the assessment and decisions of Enrolled Nurses, Assistants in Nursing and students > Supports less experienced registered nurses > Provides health education, counselling and rehabilitation programs to improve health outcomes, where applicable. > Services are planned and co-ordinated with other disciplines or agencies to meet individual health care needs > Clinical documentation records are maintained in accordance with organisational policy.
Demonstrate a commitment to consumer participation	> Working collaboratively with consumers in the development of individual care/treatment plans using a recovery framework > In consultation with the Nursing Clinical Service Coordinator/Shift Coordinator/Team Leader, participates, in the review of incidents, accidents and complaints arising within the clinical setting with a focus on reduction of incidents/accidents and complaints. > In consultation with consumers and the Nursing Clinical Service Coordinator /Shift Coordinator/Team Leader, identifies opportunities for improvement in consumer care and implements planned strategies designed to promote and establish the Service and Unit as a benchmark for excellence
Ensure services are delivered in a culturally sensitive manner	> Promotes access and equity of services for people from culturally and linguistically diverse backgrounds. > Provides services that are culturally sensitive to the needs of consumers. > Enables consumers to make decisions concerning their health/mental health
Develop clinical leadership skills and contribute to the nursing services for the unit/ward/service to attain consistency of practice standards and local service outcomes	> Participates in, supports and guides the provision of quality nursing/midwifery care to newer or less experienced staff, Enrolled Nurses, Assistants in Nursing, Students of Nursing and other workers who provide basic nursing care > Supports Nursing practice learning experiences for students undertaking clinical placements, orientation of new staff and preceptorship of graduates.

	> Services are planned and co-ordinated with other disciplines or agencies to meet health care needs. > A risk minimisation approach is demonstrated and promoted > Contributes to the review of Nursing practice standards and local service outcomes
Participates in the development of a positive culture and safe work environment	> Supports the implementation and maintenance of safe work activities, within the practice setting, to protect both patients and staff. > Participates in a team environment, which encompasses the promotion of positivity, learning and development, safety and welfare of employees, acknowledgement of cultural and personal differences, and encourages creativity, innovation and honesty. > Contributes to procedures that effectively deal with people exhibiting challenging behaviours > Team members demonstrate a positive approach and commitment to client centred service. > Change management processes are supported
Responsible for individual development and education	> Development and maintenance of individual professional development portfolio of learning, experience and competencies within current role. > Professional development and learning opportunities are actively sought > Successful attainment of professional competencies to a standard agreed at annual performance development review and as designated by the unit/ward/service
Actively participate in quality management, quality assurance, evaluative research activities and risk management activities and ongoing improvement of services	> Contributes to the development and implementation of clinical standards, practice guidelines, protocols/audits and quality indicators. > Where conflict between practice and theory occurs, takes appropriate action

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Registered or eligible for registration as a nurse by the Nursing and Midwifery Board of Australia (NMBA) and who holds, or who is eligible to hold, a current practicing certificate

Personal Abilities/Aptitudes/Skills:

- Effective communication skills including, problem solving, conflict resolution and negotiation skills
- Ability to work effectively within a multidisciplinary team
- Ability to prioritise workload
- Ability to be creative, innovative and flexible when approaching issues within a healthcare setting
- Demonstrated commitment to providing quality service to consumers/clients

Experience

- Demonstrated competence in the relevant area of nursing practice in accordance with the appropriate standards of practice

Knowledge

- Knowledge and understanding of the role of the Registered General Nurse within a healthcare setting
- Understanding of the requirements of the Health Practitioner Regulation National Law (South Australia) Act 2010
- Understanding of the NMBA Competencies for the Registered and Enrolled Nurse in Recommended Domains
- Knowledge and understanding of the NMBA Codes of Ethics and of Professional Conduct for Nurses in Australia (2008) and the Commissioner for Public Employment Code of Conduct for Public Employees
- Knowledge and understanding of legislative responsibilities for Work Health and Safety, Workers Compensation and Rehabilitation and Equal Opportunity
- Knowledge of Quality Improvement Systems as applied to a healthcare setting

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Post graduate qualifications relevant to perioperative nursing

Personal Abilities/Aptitudes/Skills:

- Ability to use personal computers and associated software packages

Experience

- Experience as an Registered Nurse within the Perioperative environment
- Experience in paediatric nursing
- Experience as a student nurse within the Perioperative environment
- Experience with quality improvement activities.

Knowledge

- Knowledge of contemporary professional nursing / midwifery issues.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc.and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services.
- Primary health care and population health programs.
- Integrated community care services.
- Services to address the health and wellbeing of particular populations, including Aboriginal Health Programs.
- Education and training programs.
- Research.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name: **Role Title:**

Signature: **Date:**

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name: **Signature:**

Date:

Women's & Children's Health Network

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers
Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers
All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians
All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers
Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors
Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees
WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer
The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board
The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

WCHN Strategy Refresh 2026 & Beyond

Healthy Generations, Thriving Communities

Vision

Healthy communities where every individual has the opportunity to thrive

Purpose

To strengthen the health and wellbeing of future generations

Values

Compassion, Respect, Equity, Accountability, Together for Excellence

Strategic Themes

- **Meaningful gains in Aboriginal Health**
- **Value what matters to consumers, their culture and community**
- **Connected care that is trusted and well informed**
- **Provide leading healthcare for women, babies, children and young people**

Key Enablers

- Reconciliation and Truth Telling
- Research
- Leadership and culture
- Contemporary infrastructure
- Trusted data systems and governance
- Capable and well workforce
- Environmental sustainability
- Integrated governance

Priority Actions

We will embed targeted Aboriginal Health Services with culturally safe and competent staff

We will embed research and utilise data for evidence-based clinical practice and service improvement, and sustainability planning

We will expand models of care closer to home

We will be the intentional system leader to deliver greater access and equity across South Australia and beyond

We will embed staff and consumer co-design into service planning

We will give voice to consumers experiencing vulnerability through active advocacy

We will maximise meaningful engagement and achieve greater community reach ensuring every contact counts

We will co-design the new hospital to deliver the needs of tomorrow's consumers and health workforce

We will invest in interprofessional education and development that benefits our diverse workforce and consumers across SA and beyond

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Women's and Children's Health Network

CREATE together