



## ROLE DESCRIPTION

<b>Role Title:</b>	Registered Nurse		
<b>Classification Code:</b>	RN1	Position Number	P07147/P07148
<b>LHN/ HN/ SAAS/ DHA:</b>	Central Adelaide Local Health Network (CALHN)		
<b>Site/Directorate</b>	HASDS		
<b>Division:</b>	Integrated Care		
<b>Department/Section / Unit/ Ward:</b>	Integrated Care		
<b>Role reports to:</b>	Team Manager, HASDS		
<b>Role Created/ Reviewed Date:</b>	May 2024		
<b>Criminal History Clearance Requirements:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children’s Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)		
<b>Immunisation Risk Category:</b>	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

## ROLE CONTEXT

<b>Primary Objective(s) of role:</b>
<p>Employees classified at this level provide nursing and/or midwifery services in health service settings. Employees working within this level develop from novice practitioners to a proficient level of professional practice. They consolidate knowledge and skills and develop in capability through continuous professional development and experience. The RN is accountable for his/her own practice standards, activities delegated to others and the guidance and development of less experienced staff.</p> <p>The role will have a specific focus on clients with complex health needs providing an acute and sub-acute health response, supporting hospital avoidance. It also involves working collaboratively with Government and Non-Government organisations to respond to vulnerable people with complex needs who require a coordinated and integrated service response.</p> <p>The position will be required to work across a 7-day roster and may be required to work across different services and sites within CALHN integrated Care.</p>

**Key Relationships/ Interactions:**

Internal

- > Reports to the Team Manager, HASDS.
- > Works under the direct or indirect supervision of a Registered Nurse and/or Midwife.
- > Maintains cooperative and productive working relationships with all members of the health care team.
- > Supports and works collaboratively with less experienced members of the health care team.
- > Works collaboratively with other members of the integrated care multidisciplinary team.

External

Collaborates with staff of relevant external services to foster collaborative service delivery and ensure the right care is being provided by the most appropriate service.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Understanding the requirements of this position in meeting CALHN Integrated Care service objectives and broader health outcomes.
- > Understanding and respect diversity in culture, gender, social backgrounds and race within the workplace and in the broader community.
- > Ability to adapt and embrace change while working respectfully within a multidisciplinary team.
- > Working collaboratively within the multidisciplinary team and across organisational sites/Programs and promotes communication processes to enable best patient/client outcomes.
- > Understanding the needs of complex and vulnerable client groups, particularly those who are vulnerable, homeless or marginalised, often with concurrent comorbid medical and psychosocial health needs.
- > The position may be required to work across CALHN services and sites.

**Delegations:**

**Delegated Level :** Nil

**Staff supervised:**                      Direct      Nil      Indirect      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.*
- *Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia Policy Directive.*
- *Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).*
- *Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.*
- *Disability Discrimination.*
- *Independent Commissioner Against Corruption Act 2012 (SA).*
- *Information Privacy Principles Instruction.*
- *Code of Fair Information Practice.*
- *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.*
- *Duty to maintain confidentiality.*
- *Smoke Free Workplace.*
- *To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.*
- *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

**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 at all times 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.

**Special Conditions:**

- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under *the Children and Young People (Safety) Act 2017* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- 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.
- Must have an unrestricted Drivers Licence.

>

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<b>Direct/indirect patient/client care</b>	<ul style="list-style-type: none"> <li>&gt; Assess individual patient/client needs, plan, implement and/or coordinate appropriate service delivery from a range of accepted options including other disciplines or agencies.</li> <li>&gt; Provide direct person-centred nursing/midwifery care and/or individual case management to patients/clients on a shift-by-shift basis in a defined clinical area with increasing autonomy over time.</li> <li>&gt; Plan and coordinate services with other disciplines or agencies in providing individual health care needs.</li> </ul>
<b>Support of health service systems</b>	<ul style="list-style-type: none"> <li>&gt; Participate in quality improvement activities that contribute to patient/client safety, risk minimisation and safe work activities within the practice setting.</li> <li>&gt; Provide ward/team leader/coordination as required on a shift-by-shift basis. (A team leader is a RN assigned responsibility for supporting staff and coordinating patient/client care).</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>&gt; Provide health promotion and education, to patients/clients or groups and carers to improve the health outcomes of individual.</li> <li>&gt; Support nursing/midwifery practice and learning experiences for students undertaking clinical placements, orientation for new staff and preceptorship of graduates.</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>&gt; Participate in clinical auditing, clinical trials and/or evaluative research.</li> <li>&gt; Use foundation theoretical knowledge and evidenced based guidelines to achieve positive patient/client care outcomes.</li> </ul>
<b>Professional leadership</b>	<ul style="list-style-type: none"> <li>&gt; Provide, with increasing capacity over time, support and guidance to newer or less experienced staff, Enrolled Nurses, student nurses and other workers providing basic nursing care.</li> <li>&gt; Review decisions, assessments and recommendations from less experienced Registered Nurses/ Midwives and Enrolled Nurses and students.</li> </ul>

## 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 and who holds, or who is eligible to hold, a current practicing certificate.

#### Personal Abilities/Aptitudes/Skills:

- > Effective written and verbal communication (including IT literacy – Computer skills, word processing and email), problem solving, conflict resolution and negotiation skills within a Multidisciplinary team.
- > Demonstrated ability to adapt to changing environments, motivate staff and contribute positively in a team environment.
- > Demonstrate ability to be self-directed and work under varying workload demands, while maintaining accurate records, assessing and analyse problems, formulating suitable solutions, set and achieve objectives.
- > Ability to manage time effectively, prioritises workload and meet deadlines, whilst working under minimal supervision.

- > Being creative, innovative and flexible to meet the changing needs of client groups and in approaching issues within the acute, sub-acute and community setting.
- > Skills in comprehensive clinical assessment and clinical intervention relevant to the role

### **Experience**

- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards.

### **Knowledge**

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare and, primary health care and Intermediate care setting.
- > Knowledge of contemporary nursing/midwifery and health care issues.
- > Knowledge of contemporary professional nursing and or midwifery and health care issues,

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- > Where applicable, qualifications and working experience relevant to practice settings.
- > Advanced Life Support (ALS)
- > Accredited in peripheral intravascular device insertion and venepuncture.
- > Tertiary qualifications in Nursing/ Midwifery

### **Personal Abilities/Aptitudes/Skills:**

- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Skills in using computers and software relevant to the area of practice including Sunrise EMR.

### **Experience**

- > Experience in quality improvement activities eg: the development and/or implementation of clinical standards, practice guidelines, protocols/audits and quality indicators.
- > Experience in evaluating the results of nursing related research and integrating, where relevant, into nursing practice
- > Experience working with vulnerable consumers.

### **Knowledge**

- > Knowledge of contemporary professional nursing/midwifery issues
- > Knowledge of the South Australian Public Health System.
- > Sound local experience and knowledge of the HASDS model and service.
- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.

## 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 Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to 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., Country Health SA 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.

### Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high quality patient care is our number one priority, we face a significant challenge in achieving financial

sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

**Division/ Department:**

Integrated Care develops implements and maintains pathways and partnerships within CALHN and CALHN community services to provide a cohesive and comprehensive patient health journey that aims to meet whole of health needs resulting in reduces length of stay within acute hospitals and reduced presentations to the acute sector. This service provides direct clinical intervention and specialist clinical services and provides expert advice to clinicians within CALHN services and the CALHN community. Integrated Care supports the delivery of flexible services and models of care to meet the needs of the local population group include site based services, outreach services, in-reach into CALHN sites.



## Values

### Central Adelaide Local Health Network Values

Our shared values confirm our common mission by promoting an organisational climate where the patient's needs are put first and where the teamwork and professionalism of our workforce help us to attract and retain the best staff. These values guide our decisions and actions.

<b>Patient Centred:</b>	Our patients are the reason we are here and we will provide the best service to our patients and customers
<b>Team Work:</b>	We value each other and work as a team to provide the best care for our patients
<b>Respect:</b>	We respect each other, our patients and their families by recognising different backgrounds and choices, and acknowledging that they have the right to our services
<b>Professionalism:</b>	We recognise that staff come from varied professional and work backgrounds and that our desire to care for patients unites our professional approach to practice

### 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:** \_\_\_\_\_