

## Statement of Duties

<b>Position Title:</b> Enrolled Nurse - Transition to Practice	<b>Position Number:</b> Generic	<b>Effective Date:</b> July 2015
<b>Group and Unit:</b> Tasmanian Health Service (THS)		
<b>Section:</b> Various	<b>Location:</b> As advertised	
<b>Award:</b> Nurses and Midwives (Tasmanian State Service)	<b>Position Status:</b> Permanent/Fixed-Term	
	<b>Position Type:</b> Full Time/Part Time	
<b>Level:</b> Grade 2	<b>Classification:</b> Enrolled Nurse	
<b>Reports To:</b> Nurse Unit Manager		
<b>Check Type:</b> Annulled	<b>Check Frequency:</b> Pre-employment	

### Focus of Duties:

The Enrolled Nurse - Transition to Practice:

- Provides direct patient/client centred nursing care to assigned patients/clients, within the scope of practice of an enrolled nurse and under the direction and supervision of a registered nurse/midwife to achieve planned patient outcomes.
- Actively participates in Transition to Practice activities to assist in the transition to the role of Enrolled Nurse.

### Duties:

1. Deliver evidenced-based care in accordance with the nursing care plan under the direction and supervision of the registered nurse/midwife.
2. Contribute to the development of patient/client nursing care plans, the evaluation of care and healthcare information in collaboration with the registered nurse/midwife.
3. Participate in decision making with the multidisciplinary team to achieve planned patient outcomes.
4. Assist in the collection of comprehensive clinical data from the patient/client and/or family.
5. Provide information to the patient/client and/or family in accordance with the nursing care plan.
6. Establish priorities for patient/client care delivery in collaboration with the registered nurse/midwife.
7. Promote and participate in education activities, including preceptorship and orientation of less experienced staff.
8. Actively participate in quality and safety improvement activities, risk management and in the identification and reporting of unsafe practices.

9. Recognise the need for and actively participate in, and maintain, self/professional development, including participation in and completion of Transition to Practice activities.
10. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

### **Scope of Work Performed:**

- Works under the direction and supervision of the Nurse Unit Manager.
- Delivers nursing care as delegated by the Nurse Unit Manager.
- Collaborates with members of the healthcare team to achieve effective healthcare outcomes.
- Accountable for the standard of nursing care provided and acts to rectify unsafe practices and/or unprofessional conduct.
- Practices in accordance with the Nursing and Midwifery Board of Australia approved national competency standards for enrolled nurses, legislation, education, experience and organisational policy.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

### **Essential Requirements:**

*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.*

- Registered with the Nursing and Midwifery Board of Australia as an Enrolled Nurse (holds a Board-approved qualification in administration of medicines).
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
  1. Conviction checks in the following areas:
    - a) crimes of violence
    - b) sex related offences
    - c) serious drug offences
    - d) crimes involving dishonesty
  2. Identification check
  3. Disciplinary action in previous employment check.

**Desirable Requirements:**

- Less than six months experience as an Enrolled Nurse.
- Holds a qualification that includes the administration of intravenous drugs and management of intravenous infusions.

**Selection Criteria:**

1. Sound knowledge of the principles of nursing care, procedures and practices, together with knowledge of legislation, policies and procedures pertaining to enrolled nursing practice.
2. Demonstrated ability to practice in a manner that respects the right of individuals and groups.
3. Demonstrated assessment, problem solving and organisational skills.
4. Demonstrated interpersonal skills including written and oral communication and the ability to work collaboratively as a member of a multidisciplinary team.
5. Ability to participate in quality improvement and research activities and support innovative improvements in the practice setting.
6. Demonstrated commitment to ongoing professional development including completion of Transition to Practice support activities.

**Working Environment:**

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

*State Service Principles and Code of Conduct:* The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

*Fraud Management:* The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

*Delegations:* This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

*Blood borne viruses and immunisation:* Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

*Records and Confidentiality:* Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

*Smoke-free:* DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.