



ROLE DESCRIPTION

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| Role Title: | Registered Nurse | | |
| Classification Code: | RN 1 | Position Number | M57538 |
| LHN/ HN/ SAAS/ DHA: | Central Adelaide Local Health Network (LHN) | | |
| Site/Directorate | QEH South 2 Surgery | | |
| Division: | Surgery 3 | | |
| Department/Section / Unit/ Ward: | South 2 | | |
| Role reports to: | Nurse Unit Manager, | | |
| Role Created/ Reviewed Date: | December 2019 | | |
| Criminal History Clearance Requirements: | <input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working with Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC) | | |
| Immunisation Risk Category: | <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 (<i>minimal patient contact</i>) | | |

ROLE CONTEXT

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| Primary Objective(s) of role: |
| <p>Employees classified at this level use their clinical knowledge and experience to provide the pivotal co-ordination the surgical patient</p> <p>Various practice models may be used to enact this role, including but not limited to:</p> <ul style="list-style-type: none"> • Providing clinical leadership to nurses; • Coordination and leadership of projects and/or programs that contribute clinical expertise to improve patient service outcomes; <p>Employees in this role accept accountability for their nursing practice, the outcomes of nursing practices for the specific patient group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy</p> |

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| Direct Reports: |
| > Nil |

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| Key Relationships/ Interactions: |
| <p><u>Internal</u></p> <ul style="list-style-type: none"> > Maintains close collaborative working relationships with all Nurses and the MDT. > Provides direct line report and maintains cooperative and productive working relationships within all members of the health care team. Provides direct line report and maintains develops, supports and works collaboratively with less experienced members of the nursing/midwifery team. > Collaborative working relationships with the multidisciplinary team and people and culture consultants |

External

- > Maintains relationships with non-government organisations or other government organisations.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping up-to-date with professional standards of practice, implementing and monitoring evidence based care and quality and safety initiatives
- > Dealing appropriately with youth, men and women and their families where there can be multiple complexities, diverse cultural backgrounds and consumer expectations.

Delegations:

HR Delegations and Finance Delegations in accordance with CALHN's Delegation of Authority Document

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:

*NB Reference to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures 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.
- 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)
- *SA Information Privacy Principles*

- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009* (SA), *Health Care Act 2008* (SA), 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.
- *Health Practitioner Regulation National Law (South Australia) Act 2010*
- *Mental Health Act 2009* (SA) and Regulations
- *Controlled Substances Act 1984* (SA) and Regulations
- The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- Other SA Health/LHN/SAAS policies, procedures and standards

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

*NB Reference to legislation, policies and procedures includes any superseding versions

- Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia 2014 specific to the role.
- 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 Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* (Cth) or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007* (Cth).
- 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.

Key Result Area and Responsibilities

| Key Result Areas | Major Responsibilities |
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| Organisational | <p>Management examples:-</p> <ul style="list-style-type: none"> • Ensure that service provision and the activities of the Division are customer focussed and professionally and effectively conducted by contributing to the development of an integrated team approach and culture which is highly responsive to the needs of business partners and external clients. • Ensure the effective management of human, financial and physical assets within the unit through appropriate planning and allocation of resources to achieve agreed business and strategic plans. • Lead, develop and foster a positive work culture which is based on SA Health's values and promotes customer service, learning and development, safety and welfare of employees, acknowledges differences, and encourages creativity and innovation. • Budget preparation, monitoring and reporting and adherence to resources allocations. |
| Direct/indirect patient/client care | <ul style="list-style-type: none"> • Integrate contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level. e.g. Expert Clinical knowledge underpins and informs their ability to support and lead clinical services and management activities that contribute to improve and optimise nursing/midwifery care. • Provide the pivotal leadership and co-ordination of patient/client care delivery in a defined ward/unit/service/program to achieve continuity and quality of patient/client care and outcomes and efficient patient flow. |
| Education | <ul style="list-style-type: none"> • Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role. • Ensure mechanisms are in place to support ongoing education where work and learning are integrated. • Develop and maintain a learning environment, taking a coaching approach to team development, individual capability development and performance development. |
| Research | <ul style="list-style-type: none"> • Contribute specific expertise to monitor and evaluate research activities in order to improve nursing practice and service delivery. • Establishing, implementing and evaluating systems, which ensure best practice/evidence and patient outcomes. • Applies evidenced based recommendations to improve practice and service function. • Uses metrics and research outcomes to identify the need for future evaluation or research action in order to improve practice and service delivery. |
| Professional leadership | <ul style="list-style-type: none"> • Provides leadership and direction, acts as a role model, mentor, consultant and resource person. • Lead the Nursing team within the professional practice framework established by the Director of Nursing, and where appropriate, lead a multi-disciplinary team. • Leads changes to models of care. • Participate in workgroups/programs for patient outcomes that extend beyond the unit/service/workplace. |

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| <p>Support of health service systems</p> | <ul style="list-style-type: none"> • Use available information systems: to inform decision making, to implement and co-ordinate processes for quality improvement, to monitor and analyse incidents and accidents, to ensure quality and safety is not compromised, to evaluate outcomes and convey information to staff. • Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise. • Management of resources with due diligence. • Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing professional practice frameworks. • Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures. • Maintain productive working relationships and manage conflict resolution. • Implement local processes to operationalise the corporate risk management framework including investigating complaints, incidents and accidents. • Change local processes and practices in accordance with emerging service needs, care evaluation results, identified imminent systems problems, and coordination of local activities with corporate systems. • Undertake and/or oversee, within their span of control, some or all local resource management within the corporate administrative framework. Including some or all of the following within their defined ward/unit/value stream or program: recruitment, staffing, leave management, rostering, work allocation and attendance management, financial and supplies |
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ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications (include only those listed as an essential qualification for the specified classification group)

- > Registered or eligible for registration as a Nurse with 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 leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to review and improve models of care to be person and family centred.
- > Demonstrated ability to foster a workplace environment that develops staff potential.
- > Proven ability for flexibility, innovation and creativity with in the whole of service setting.
- > Demonstrated ability in leading and promoting consumer engagement initiatives
- > Demonstrated ability in the leadership and facilitation of change management

Experience

- > Registered Nurse with at least 3 years post registration experience.
- > Demonstrated competence in the relevant area of nursing practice in accordance with the relevant standards
- > Experience in management and leadership roles
- > Experience in the supervision of students, enrolled nurses and less experienced registered nurses and or midwives.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards
- > Knowledge of Australian National Safety and Quality and Safety Health Service Standards
- > Knowledge of contemporary professional nursing health care issues

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing and/or human services related discipline (Graduate Diploma or Master level)

Personal Abilities/Aptitudes/Skills:

- > Skills in using computers and software relevant to the area of practice
- > Ability to use Sunrise

Experience

- > Experience in the financial, asset and human resources management of a ward/unit/service.
- > Experience in facilitating nursing related research and applying findings to the area of practice.
- > Experience in organisational strategic planning.
- > Master's Degree or similar relevant to Breast Care Nursing and people undergoing Cancer treatment.

Knowledge

- > Experience in the financial, asset and human resources management of a ward/unit/service.
- > Experience in facilitating nursing related research and applying findings to the area of practice.
- > Experience in organisational strategic planning.
- > Experience in caring for patients and families during the Cancer Diagnosis

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.

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.

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.

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: