



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA COUNTRY HEALTH SERVICE		Position No:	Various
Division:	Various	Title:	Registered Nurse and Midwife
Branch:	Nursing & Midwifery Services	Classification:	RN RM Level 1
Section:	Various	Award/Agreement	Nurses and Midwives Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Various	OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:
	Classification:	Various	
	Position No:	Various	
		↑	
Responsible To	Title:	Various	←
	Classification:	Various	
	Position No:	Various	
		↑	
This position	Title:	Registered Nurse and Midwife	
	Classification:	RN RM Level 1	
	Position No:		
		↑	

Positions under direct supervision:	← Other positions under control:																				
<table border="1"> <thead> <tr> <th>Position No.</th> <th>Title</th> </tr> </thead> <tbody> <tr><td></td><td>Enrolled Nurse(s)</td></tr> <tr><td></td><td>Advanced Skill Enrolled Nurse(s)</td></tr> <tr><td></td><td>Assistant in Nursing</td></tr> <tr><td></td><td>Student Midwives</td></tr> </tbody> </table>	Position No.	Title		Enrolled Nurse(s)		Advanced Skill Enrolled Nurse(s)		Assistant in Nursing		Student Midwives	<table border="1"> <thead> <tr> <th>Category</th> <th>Number</th> </tr> </thead> <tbody> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </tbody> </table>	Category	Number								
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Section 3 – KEY RESPONSIBILITIES

To provide competent, evidence based nursing and midwifery care within the scope of practice of a Registered Nurse and Midwife.

To provide clinical supervision for midwives, registered nurses, enrolled nurses, unregulated care workers and students.

TITLE	Registered Nurse and Midwife	POSITION NO	Various
		CLASSIFICATION	RN RM Level 1



The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE – What we are here to do

WACHS improves country people's health and well-being through access to quality services and by supporting people to look after their own health.

OUR STRATEGIC DIRECTIONS TO 2018

1. Improving the experience of health care
2. Valuing consumers, staff and partnerships
3. Governance, performance and sustainable services

OUR GUIDING PRINCIPLES

Consumers first in all we do
 Safe, high quality services and information at all times
 Care closer to home where safe and viable
 Evidence based services
 Partnership and collaboration

OUR VALUES

Community – making a difference through teamwork, cooperation, a 'can do' attitude and country hospitality.

Compassion – listening and caring with empathy, respect, courtesy and kindness.

Quality – creating a quality health care experience for every consumer, continual improvement, innovation and learning.

Integrity – accountability, honesty and professional, ethical conduct in all that we do.

Justice – valuing diversity, achieving health equality, cultural respect and a fair share for all.

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
	<p>The Registered Nurse and Midwife will:</p> <ol style="list-style-type: none"> 1. Maintain their competence to practice in accordance with the Professional Practice Standards for the Registered Nurse and Midwife as described by the Nursing & Midwifery Board of Australia 2. Provide evidence based nursing and midwifery care in accordance with the Nursing & Midwifery Board of Australia Decision-Making Frameworks. 3. Be responsible and accountable for the safety and quality of nursing and midwifery care through assessment, planning, implementation, facilitation and evaluation of care across the continuum. 4. Coordinate multidisciplinary services to ensure a high standard of consumer focused, evidence based care delivery. 5. Identify patient education needs and implement appropriate teaching, including coordination of patient education programs. 6. Plan and facilitate clinical activities and perform role of shift coordinator (commensurate with experience) as required. 7. Actively participate in improvement and research programs in conjunction with others to improve the unit or health care service. 8. Participate in unit based decision-making and support the achievement of unit, hospital, regional and WA Country Health Service objectives. 9. Facilitate others in their development of competencies and organisational skills, including the performance management of designated personnel. 10. Be accountable for the safe, efficient and effective use of resources, including assisting with forward planning for the unit. 11. Promote education activities including but not limited to orientation, preceptorship, supervision and validation. 12. Participate in the on-call roster if required <p>Undertake other duties as requested by the line manager.</p>		100

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.

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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for registration in the categories of Registered Nurse and Midwife by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and delivery of evidence based nursing and midwifery care within the relevant practice setting.
3. Demonstrated ability to function as a team leader and/or team member within a multidisciplinary environment.
4. Demonstrated effective communication (written and verbal) and interpersonal skills; including negotiation, problem solving and conflict resolution skills
5. Demonstrated incorporation of quality and risk management principles within practice
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment, people management and service delivery

DESIRABLE

1. Possession of or progression towards an appropriate post-graduate qualification
2. Knowledge of current health issues and the organisational culture of rural health services.
3. Demonstrated computer skills.

Section 6 – APPOINTMENT FACTORS

Location	Various	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by the Nurses & Midwives Board of Western Australia must be provided prior to commencement. • Completion of a 100 point identification check • Successful Criminal Record Screening clearance • Evidence of current Working with Children check • Successful Pre- Placement Health Screening clearance 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: ____/____/____
Executive Services

Signature and Date: ____/____/____
Chief Executive Officer

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed

