

POSITION DESCRIPTION

Specific Position Title:	Registered Nurse
Award:	Victorian Public Health Nurses & Midwives EBA As per employment contract
Award Classification:	
Department	Nursing
Responsible to	Nurse Unit Manager

Purpose of the Position

As a Registered Nurse you are a vital member of the multidisciplinary health care team. One who uses contemporary standards and evidence to underpin practice and strives to deliver excellent care to patients and their families. You understand the importance of providing person centered care which focuses on the best possible outcomes for your patients. Your interactions with patients, relatives and colleagues are guided by the organisation’s policy framework and values of trust and respect in an environment which continuously identifies opportunities for improving the quality of patient care.

Key Result Areas

Key result areas underpin our Strategic Direction to include:

- We Surpass – Your experiences in our care will be safe and the highest quality it can be
- We Connect – Our collaborations, partnerships and relationships are vital to our success
- We Learn – Our skilled team are the heart of our organisation, they are dedicated to lifelong learning
- We Create – Discovering and developing innovative solutions is our way of delivering our best.
- We are Responsible – We work hard to meet or exceed expectations, we comply with what is required of us

Organisational Relationships

1. Internal Relationships
 - All PDH Divisions, Departments and Clinics
2. External Relationships
 - Collaborating and partnering with referral Agencies



Essential Key Selection Criteria

- 1. Academic/Specialist/Trades Qualifications/Registrations:**
 - a. AHPRA registration as Registered Nurse
- 2. Work Experience & Skills:**
 - a. Demonstrated ability to practice collaboratively and work effectively as part of multidisciplinary health care team
 - b. Excellent communication, interpersonal, written, verbal and ICT skills
 - c. Embodies person centered care in practice skills that align with AHPRA registration requirements & ANCI competencies
- 3. Personal Qualities & Behavioural Traits:**
 - a. Ability to communicate effectively with patients, families/carers, staff and management
 - b. Ability to provide timely care to patients
 - c. Ability to promote cultural diversity and awareness
- 4. Workplace Competencies & Recommended Learning:**
 - a. Capacity to work in accordance with compliance requirements, PDH policies, procedures and direction for example OH&S, Risk Management and Quality Improvement
 - b. Demonstrated currency of practice and continued professional development
 - c. Ability to adopt workplace wellness principles ensuring mental and physical self-care
 - d. Ability to demonstrate PDH values and mission in daily practice

Desirable (but not essential) Key Selection Criteria

- 1. Academic/Specialist/Trades Qualifications/Registrations:**
 - a. Post Graduate qualification
- 2. Work Experience & Skills:**
 - a. Recency of practice
- 3. Personal Qualities & Behavioural Traits:**
 - a. "Can do" attitude
 - b. Approachable personality to enable to act as resource person for all learners and staff

References

- AHPRA Continuing Professional Development
<http://www.ahpra.gov.au/Education/Continuing-Professional-Development.aspx>
- ANMC ANCI competencies
<http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx>
- Fair work – Enterprise Bargaining Agreements/Awards
<https://www.fwc.gov.au/awards-and-agreements/agreements>
- Worksafe Victoria
<http://www.worksafe.vic.gov.au/>

Example: Definitions Used to Quantify Frequency of tasks / demands

PHYSICAL DEMANDS Discipline: Nursing	FREQUENCY
Shift work - Rotation of Shifts – Day, Afternoon Night	Constant
Sitting – Remaining seated to complete tasks	Occasional
Standing – Remaining standing without moving about to perform tasks	Frequent
Walking – on various surfaces; internal & external	Frequent
Lean Forward / forward flexion from waist – to complete tasks	Frequent
Trunk Twisting –turning form the waist to complete tasks	Frequent
Kneeling – remaining in a kneeling position to complete tasks	Rare
Squatting / Crouching – Adopting these postures to complete tasks	Occasional
Leg / Foot movement – to operate equipment	Frequent
Climbing Steps / ladders – Ascending / descending steps / ladders	Rare
Lifting / Carrying – Light lifting / carrying < 5 KG Moderate Lifting / Carrying 5 – 10 Kg Heavy Lifting / Carrying 10 – 20 Kg	Frequent Occasional Rare
Transfer and movement of patients using lifting devices	Frequent
Push / Pull of equipment / furniture – Light push / pull forces less than 10Kg Moderate push / pull forces 10 – 20 Kg Heavy push / pull forces > 20Kg	Frequent Constant Rare
Reaching – arm fully extended forward or raised above shoulder	Frequent
Head / Neck Postures – Holding head in a position other than neutral	Occasional
Sequential Repetitive actions in short period of time – Repetitive flexion and extension of hands wrists and arms Gripping, holding, twisting, clasping with fingers / hands	Frequent Occasional
Screen based work – Using computer, Keyboard, Mouse	Frequent
Sensory Demands	
Sight – Use of sight is integral to tasks completed each shift	Constant
Hearing –Use of hearing is integral part of work performance	Constant
Touch – Use of touch is integral to tasks completed each shift	Constant
Psychosocial Demands/ Occupational exposure	
Observation Skills – as related to position	Constant
Problem Solving – as related to position	Frequent
Attention to Detail – as related to PDH standards	Constant
Working with and supporting distressed individuals and families	Frequent
Dealing with aggressive or uncooperative individuals	Occasional
Dealing with Unpredictable Behavior	Frequent
Exposure to Distressing or vicarious situations	Rare

Constant	70 – 100 % time in this position
Frequent	31 – 69 % time in this position
Occasional	16 – 30 % time in this position
Rare	0 – 15 % time in this position
NA	Not Applicable