



<b>Role Title:</b>	Registered Nurse
<b>Location:</b>	Alpine Health
<b>Service Unit:</b>	Clinical
<b>Role Summary:</b>	<p>The Registered Nurse provides a high level of technical and clinical skills that delivers competent patient care that supports the operational objectives of Alpine Health. Each nurse demonstrates the core competency standards as deemed by the National Competency Standards for Registered Nurses and focuses their work on high level clinical practice to ensure quality clinical and nursing care.</p>
<b>Classification:</b>	<p>As per the Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreements 2016 – 2020.</p>
<b>Employment contract:</b>	Part or full-time permanent, casual
<b>Remuneration:</b>	<p>Remuneration will be in accordance with the above Award, Salary Sacrificing is available.</p>
<b>Key Performance Indicators:</b>	Appendix 1

**Education, skills, knowledge and behaviour.**

The incumbent will be required to possess the following levels of education, skills, knowledge and behaviour.

**Education:** Meets at least the minimum education requirements.

- Current Australian Health Practitioner Regulation Agency (AHPRA) registration – Registered Nurse
- Additional qualifications and / or experience appropriate to clinical care settings.

**Skills:** Develops and Delegates – Chooses actions according to situation or process based on strong analytical interpretation of information to plan outcomes. Also leads the direction of work of others, supports that work and commissions assistance as necessary.

- Ability to practice across the scope of the four key competency domains of practice for the Registered Nurse (outlined in detail below).
- Work in accordance with Nursing and Midwifery Board of Australia Standards ,Codes and Guidelines
- Ability to develop and pursue goals in keeping with overall organisational objectives
- Ability to translate standards and improvement opportunities into best practice
- Current Driver's Licence.
- Strong computer knowledge and keyboard skills.

**Knowledge:** Can apply knowledge independently and in response to complex situations.

- Demonstrated experience and knowledge of legislation and common law pertinent to nursing practice.
- Demonstrated knowledge of the legal implications of policies and procedural guidelines applicable to best nursing practice from time to time.
- Demonstrated experience knowledge and understanding of contemporary ethical issues pertinent to the nursing profession.
- Demonstrated ability to work as independent practitioners within a defined support and indirect supervision framework.
- Demonstrated ability to apply knowledge independently and within complex situations.
- Demonstrated ability for effective communication, either written or verbal, with staff at all levels, patients, families and visitors.
- Demonstrated understanding and commitment to Quality, Infection Prevention and Control, and WH&S principles.

**Behavioural and Personal traits:** Maintains a high level of self-awareness and is able to make choices about the applying behavioural and personal traits in various situations to effect the best results.

- **Responsiveness:** Provide frank, impartial and timely advice to the organization; high quality services to the organization and the community; and identify and promote best practice.
- **Integrity:** Honesty, openness and transparency in dealings; use powers responsibly; report improper conduct; avoid any real or perceived conflicts of interest; and strive to earn and maintain public trust.
- **Strategic Thinking:** the ability to identify and develop goals in keeping with the strategic directions of Alpine Health and State and Commonwealth Policy;

- **Impartiality:** Make decisions, and provide advice on merit and without bias, caprice, favouritism or self interest; act fairly by considering all relevant facts and fair criteria; and implement policies equitably.
- **Accountability:** Work with clear objectives in a transparent manner; accept responsibility for decisions and actions; seek to achieve the best use of resources; and submit to appropriate scrutiny.
- **Customer Focus:** Deliver services in accordance with the identified needs of the community. Provide accurate, appropriate and up-to-date information and strategies.
- **Respect:** The treatment of others fairly and objectively; ensuring freedom from discrimination, harassment and bullying; and the improvement of outcomes on an on-going basis. The ability to maintain confidentiality and to recognize the rights, dignity and independence of all people.
- **Quality Improvement:** To participate in continuous quality improvement activities as required by Alpine Health.
- **Human Rights:** To respect and promote the human rights set out in the Victorian Charter of Human Rights and Responsibilities (included in part C of the Alpine Health Code of Corporate Governance).
- **Leadership:** The ability to actively implement, promote and support organisational key qualities.

### **Key Competency Domains**

The level of competence expected to perform in each of the four domains is as follows:

Domains 1 through 4 below are informed by the skills, knowledge and behaviours listed above.

#### **Domain 1: Complex Case coordination**

Undertakes a comprehensive and collaborative approach to achieving both person focused care and continuity of care for complex cases with multiple medical and social factors impacting health.

#### **Domain 2: Inter-Professional Teamwork**

Forms and manages relationships within a multi-disciplinary team, work with the team to provide the continuum of care to identified persons, provide leadership and management as appropriate and engage in continuous improvement

#### **Domain 3: Professional Communication**

Employs professionally appropriate communication styles in a range of contexts. Uses a range of techniques to elicit and provide information when working with people and ensures a high quality of care when working with colleagues.

#### **Domain 4: Personal Effectiveness**

Manages self to maintain effectiveness, inclusive of a commitment to continual professional learning and growth.

## Appendix 1

### Key Performance Indicators

Service Unit – Clinical

Role – Registered Nurse

Patient Experience that Matters	Healthcare that Matters	Workforce Experience and Configuration that Matters	Partnerships that Matter	Sustainability that Matters
<p><b><u>Governance for safety and quality.</u></b></p> <ul style="list-style-type: none"> <li>Contributes to the Team meeting schedule with evidence of regular meeting participation.</li> <li>Participates in the development and maintenance of clinical care based operational performance indicators linked to workplace strategy.</li> <li>Participates in workplace wide accreditation process and the Registered Nurse based response.</li> <li>Contributes to clinical and operational standards monitoring through auditing schedule and a continuous improvement plan.</li> <li>Participates in broader workplace Committee structure accesses committee agenda development and subsequent minutes pertinent to role.</li> <li>Maintains accountability for delegation and supervision decisions, to affect safe and quality patient care.</li> </ul> <p><b><u>Clinical care</u></b></p> <ul style="list-style-type: none"> <li>Participates in supervision within the Registered Nursing team function to promote an efficient and quality patient experience.</li> <li>Participates in the management of clinical support resources appropriate to needs.</li> <li>Promotes the notion and establishment of patient advocacy.</li> <li>Participates in the establishment and review of systems that support the assessment and prioritisation of client need for care.</li> <li>Participates in a model</li> </ul>	<p><b><u>Patient experience of care.</u></b></p> <ul style="list-style-type: none"> <li>Participates in the monitoring and measurement of systems that capture the 'voice of the patient' including patient feedback, satisfaction surveys. As per workplace requirements.</li> <li>Recognises own professional obligation to contribute to the satisfaction of the patient experience.</li> </ul> <p><b><u>Healthcare quality</u></b></p> <ul style="list-style-type: none"> <li>Participates in the monitoring and measurement of systems that capture the 'voice of the business' including clinical case reviews and incident management review.</li> <li>Seeks innovative methods of healthcare delivery based on efficiency and effectiveness gains and raises these within the healthcare team as appropriate.</li> </ul>	<p><b><u>Workforce management</u></b></p> <ul style="list-style-type: none"> <li>Maintains proper credentialing appropriate for the participation in the professional workforce</li> <li>Participates in workforce rostering practices for the deployment of staff, and for the management of all leave.</li> <li>Promotes a safe workplace through the team meeting agenda, team review of incidents, orientation of new staff, reflection on and participation in workplace safety audits and preventative training programs for staff workplace safety</li> <li>Engages in regular performance reviews consistent with workplace performance management policy guidelines.</li> <li>Supports succession planning opportunities for more junior staff at each skill mix level.</li> <li>Works with the non-professional workforce within area of responsibility as appropriate.</li> </ul> <p><b><u>Workforce accountability</u></b></p> <ul style="list-style-type: none"> <li>Assumes accountability for personal actions and decisions</li> </ul> <p><b><u>Undergraduate and post graduate program support</u></b></p> <ul style="list-style-type: none"> <li>Participates in the support of student and staff development programs.</li> <li>Actively encourage and facilitate the education of peers, colleagues and students.</li> </ul>	<p><b><u>Partnerships and relationships</u></b></p> <ul style="list-style-type: none"> <li>Contributes to effective communication within the health service team</li> <li>Participates in key relationships aimed at promoting quality and efficiency of care.</li> <li>Participates in standardised systems of clinical handoff in order to promote skill development, manage clinical risk and promote quality and efficiency.</li> <li>Contributes effectively to care coordination with other agency(s) and key stakeholders.</li> </ul>	<p><b><u>Economic sustainability</u></b></p> <ul style="list-style-type: none"> <li>Incorporates economic efficiency and productivity targets into practice as defined by line manager.</li> <li>Uses improvement methodology to support practice.</li> </ul> <p><b><u>Logistics and procurement</u></b></p> <ul style="list-style-type: none"> <li>Utilises inventory within budget allocation and seeks additional efficiencies</li> <li>Maintains a commitment to procurement practices through workplace defined delegation standards.</li> <li>Works with resource suppliers and line manager to reduce supply based wastes</li> </ul> <p><b><u>Equipment and infrastructure</u></b></p> <ul style="list-style-type: none"> <li>Ensures familiarity with all new equipment and that other team staff are orientated to its safe use.</li> </ul> <p><b><u>Environmental management and sustainability</u></b></p> <ul style="list-style-type: none"> <li>Contributes to energy reduction as a key unit based principle</li> </ul> <p><b><u>Capital planning</u></b></p> <ul style="list-style-type: none"> <li>Contributes to capital budget planning discussion with line manager</li> </ul> <p><b><u>Business continuity management</u></b></p> <ul style="list-style-type: none"> <li>Contributes to risk mitigation processes to minimise the likelihood and consequence of operational risks.</li> <li>Participates in a schedule for team and work location based emergency and disaster response planning</li> </ul>

<p>of person centred / goal orientated care.</p>				<p><b><u>Knowledge &amp; information management</u></b></p> <ul style="list-style-type: none"> <li>• Complies with workplace IT security priorities</li> </ul> <p><b><u>Risk management</u></b></p> <ul style="list-style-type: none"> <li>• Participates in an agenda of continuous Policy, procedure and work practice review</li> <li>• Participates in compliance with team based staff orientation program</li> <li>• Participates in specific organisational risk management processes, e.g. Riskman</li> </ul>
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**Document Authorisation**

Senior Manager signature: \_\_\_\_\_ Date: \_\_\_\_\_

Staff signature: \_\_\_\_\_ Date: \_\_\_\_\_