

## POSITION DESCRIPTION

<b>Position Title:</b> Registered Nurse		<b>Agreement:</b> Mercy Health and Aged Care Central Queensland Limited & QNU – Nursing – Enterprise Agreement 2016-2017	
<b>Location:</b> Mater Misericordiae Hospital – Mackay		<b>Classification:</b> Level 1	
<b>Approved by:</b> Director of Nursing & Midwifery		<b>Reports to:</b> Nurse Unit Manager	
<b>Original Date:</b> 08/10	<b>Revision No:</b> 4	<b>Revision Date:</b> 06/16	Page 1 of 3 Page/s

### 1.0 Mercy Health and Aged Care Central Queensland Limited Mission and Values:

The Registered Nurse will undertake a commitment to Mercy Health and Aged Care Central Queensland Limited ("MH&ACCQL") Mission, Philosophy and Objectives, and endeavour to promote the organisation's ethos and values in all actions and activities related to their position.

### 2.0 Position Statement:

The Registered Nurse provides patient-centred nursing care in collaboration with other health professionals to ensure safe, efficient and effective management of the patient. The Registered Nurse is responsible for the effective delivery of clinical care, specialty or otherwise, within the scope of practice that the nurse is qualified, competent, and registered to perform.

### 3.0 Key Effectiveness Areas:

- 3.01 Mission & Values
- 3.02 Clinical Care
- 3.03 Other Responsibilities

### 4.0 Key Position Responsibilities:

#### 4.1 Mission and Values

- Promote the Mission and Values of Mercy Health and Aged Care Central Queensland Limited;
- Participate in Mercy celebration and traditions;
- Attend mandatory annual Mission in-service; and
- Adhere to and promote the ethos and standards expressed in the Pocketbook of Excellent and Integrity in the Workplace handbooks.

#### 4.2 Clinical Care

- Carry out comprehensive and accurate nursing assessment of patients, plan and implement care and evaluate the achievement of identified outcomes;
- Respond promptly to patient needs/requests in order to provide positive patient experiences and timely interventions in patient care management;

- Use a structured approach in the process of assessment and collection of data regarding the health and functional status of the patient;
- Analyse and interpret data accurately;
- Collaborate with the patient and family/carers/significant other in identifying expected health care outcomes and patient needs;
- Formulate a patient's plan of care, outcomes including timeframes for achievement, and continuity in collaboration with other health professionals and the patient (include significant other when appropriate);
- Evaluate progress toward expected outcomes and review and revise plan of care, in accordance with evaluation data (variance identification);
- Maintain accurate patient records which meet hospital and legal requirements;
- Manage effectively the nursing care of patients within scope of competence;
- Organise workload to facilitate planned nursing care;
- Provide complete and accurate discharge planning process relevant to the department as required;
- Delegate activities as required and appropriate to others commensurate with their abilities and scope of practice;
- Ensure that clinical activities within the ward and associated services remain within the hospital's delineated role, and comply with the Clinical Guidelines under the Private Health Facilities Act;
- Apply competent clinical practice which is evidenced based to ensure optimal health of the patient;
- Assess and respond to clinical and nursing problems within the scope of practice.

#### **4.3 Other Responsibilities**

- Accept, adhere and promote Workplace Health and Safety requirements, appropriate standards and risk management guidelines to ensure health and safety obligations are met to maintain a safe working environment;
- Participate in meetings and forums as required;
- Foster a cooperative work environment and maintain open communication through effective interpersonal skills and appropriate forums;
- Participate in and recommend quality activities aiming to improve work practices to exceed customer expectations;
- Participate in in-service programmes to assist in personal development and to satisfy the objectives of the organisation;
- Accept individual responsibility and accountability for own performance and professional development;
- Accept and adhere to all policies and procedures of MH&ACCQL and the Mater Hospital Mackay; and
- Undertake other duties/responsibilities as directed by the Nurse Unit Manager or other designated authority(s).

**Qualifications and Experience:**

**Essential**

- 5.1 Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse;
- 5.2 Prior experience in a relevant speciality discipline of nursing if required;
- 5.3 Effective interpersonal and communication skills; and
- 5.4 Basic computer skills

**Desired**

- 5.5 Post graduate nursing qualifications in area of Specialty.

**6.0 Key Performance Indicators:**

No.	Indicator	Benchmark	Instrument	Frequency	KPR
KP01	Mission in-service attendance	100%	Attendance Register	Annually	4.1
KP02	Clinical competencies	80%	Clinical Competency Assessment	Annually	4.2

The above stated performance indicators are not exhaustive but act to provide minimum indicators of how some required aspects of performance will be assessed. It is at the discretion of the Manager as to what further indicators are appropriate and acceptable.

**7.0 Acceptance**

***I have read and understood the stated responsibilities of the position and agree to adhere to same:***

..... (Signed)

..... (Name)

\_\_\_ / \_\_\_ / \_\_\_ (Date)