

POSITION DESCRIPTION

Please read the [Position Description Guide](#) on the intranet (for office use only)

Position Title:	Registered Nurse (Clinical Area)	HOSPITAL VALUES Commitment Accountability Respect Excellence Service
Employment Status & Hours:	hours per week	
Contract End Date (if relevant):		
Department & Cost Centre:		
Division & Directorate:	Nursing Nursing	
Reports To:		
Award:	Public Health System Nurses' & Midwives' (State) Award	
Classification:	Registered Nurse List A	
Grade/Level:	Dependant on Experience	

HOSPITAL VISION

BETTER HEALTH FOR CHILDREN

EXCELLENCE IN CHILD HEALTH CARE

HOSPITAL MISSION
The Children's Hospital at Westmead will constantly challenge the existing boundaries in paediatrics and child health by leading change and striving for excellence in clinical care, research, teaching and advocacy.

SCOPE OF POSITION

To provide a standard of excellence according to the individual's level of experience and education for all patients and families by implementing and maintaining high quality nursing care within a safe environment.

To work in partnership with patients and families in decision making, provision of care and the maintenance of quality health services.

To grow in professional awareness. To be aware of professional developments within the organisation and specifically paediatric nursing.

To practice within the guidelines of the Australian Nursing Code of Ethics and the NSW Nurses' Act.

ACCOUNTABILITIES

Clinical Practice

Functions in accordance with legislation, common law, NSW Department of Health Standard, and the Hospital's policies and policies pertinent to child and youth health.

Provides care that protects and respects the rights of the patient in accordance with the United Nations Convention on the Rights of the Child and W.H.O codes relevant to the protection of children.

Advocates for the patient and family within and for appropriate and accessible health care services.

Acts to enhance the dignity and integrity of the patient and family.

Respects the values, customs and spiritual beliefs of the patient and family.

Maintains a developmentally appropriate environment which promotes safety, security and optimal health.

Utilises a reflective, critical thinking and problem solving approach to the nursing care of the patient.

Effectively co-ordinates and manages the nursing and health care of the patient and family, recognising the unique needs of the individual patient and the role of the family in the provision of total care.

Accepts the role of supervisor of enrolled nurses and students caring for patients and their families within the unit.

Supports and facilitates the patient and family to make informed decisions by providing appropriate information, and options regarding health and nursing care.

Provides care that is directed to achieving health gains for the patient, using a variety of traditional and complimentary nursing therapies supported by Evidence Based Practice principles.

Demonstrates a knowledge of health promotion and incorporates this into practice to improve the health and well being of the patient and family.

Communication

Communicates effectively with the patient and family using techniques that are age and developmentally appropriate and through a negotiated partnership.

In collaboration with health professionals acts to empower patients and their families in decision making when planning and implementing care.

Consults and collaborates with members of the health care team, patient and families.

Demonstrates an awareness of hospital and community resources, relevant organisations and professional groups.

Demonstrates willingness to participate in activities that contribute to maintaining a high quality nursing service.

Management and leadership

Demonstrates leadership ability and utilises the clinical expertise of others.

Demonstrates the ability to work as an effective team member.

Provides support to families and staff through interaction with families.

Demonstrates active involvement in meeting departmental and organisational goals.

Participates in the development, review and implementation of standards for nursing if the opportunity arises.

Contributes to activities which optimise effective and efficient use of financial and environmental resources.

Education and teaching

Demonstrates accountability and autonomy for own professional and personal development.

Undertakes education consistent with Division of Nursing targets, utilising both internal and external programs.

Applies conceptual frameworks and models of nursing care to neonatal, paediatric and adolescent nursing, as appropriate to patient care.

Demonstrates appropriate levels of knowledge and skills of neonatal, paediatric and adolescent nursing, when participating in and contributing to patient care.

Uses age appropriate and educational strategies to enhance the understanding of the patient's, family and staff regarding care and services.

Acts as a role model and preceptor to new graduate nurses, colleagues and undergraduate or graduate nurses.

Participates in self - assessment and professional development activities.

Demonstrates a willingness to educate colleagues through ward based in-service and divisional education meetings as experience develops.

Evidence-based practice and quality improvement

Demonstrates an awareness of research and quality improvement activities as the basis for contemporary nursing practice.

Develops an awareness of the importance of evidence based practice.

Identifies specific problems or issues which may be investigated relating to nursing children and adolescents.

Participates in research activities as the opportunity arises.

Applies relevant research findings to nursing practice.

QUALITY MANAGEMENT

Participate in quality activities. Take part in discussions with consumers about the delivery of services where appropriate.

HUMAN RESOURCE MANAGEMENT

Equal Employment Opportunity

Are required to be familiar with and comply with EEO policies. Staff who become aware of or suspect any inequity in the Hospital either in employment or service delivery, are requested to report the matter to their manager and/or supervisor or the Aboriginal Employment and EEO Coordinator.

Occupational Health Safety & Rehabilitation

Take care for the health and safety of yourself and others at work. Cooperate with Department Head's and supervisors in their efforts to provide a safe working environment. Do not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety. Report to managers and/or supervisors any hazards in the workplace or any unsafe work practices. Comply with the NSW Health Infection Control Policy (as amended from time to time).

General (if applicable)

Refer to the Position Description Guide for a Standard Statement

CHILD PROTECTION

Be familiar with CHW Child Protection Policy and Procedures. Report all allegations of suspected child abuse and neglect by a health employee. Be familiar with the process of assessing and reporting suspected cases of child abuse and neglect to the Department of Community Services.

LEARNING AND DEVELOPMENT

PERSONAL AND PROFESSIONAL

Organisational (Mandatory)

I undertake to:

- Be orientated to the Hospital via the Formal Orientation Program (Part A) and a Department Program (Part B) within two months of employment.
- Attend Fire Training yearly.
- Attend Child Protection Training 'Playing Your Part'.
- Attend additional Child Protection Training 'Getting in on the Act'.
- Maintains accreditation and skill competencies as required in unit.
- Pass in Drug Calculation test within one month of commencement.
- Obtains a Children's Hospital Basic Cardiopulmonary Resuscitation Certificate within 3 months of commencement and maintained annually.

Professional/Role Specific (Optional)

DEVELOPMENT OF OTHERS (IF APPLICABLE)

SELECTION CRITERIA

ESSENTIAL:

Registered Nurses with current NSW registration
Demonstrated excellent communication and interpersonal skills
Commitment to team work and flexible work arrangement
Demonstrated recent commitment to maintaining regular shifts.

DESIRABLE:

Completed New Graduate Program
Recent experience in Paediatric nursing

the children's hospital at Westmead

As the occupant of this position, I have read, understand and agree to fulfil the requirements contained in this Position Description. I understand that other duties (within the scope of my calling) may be directed from time to time and that I may be required to work in any area under the jurisdiction of The Children's Hospital at Westmead and the Greater Western Sydney Child Health Network.

I agree to make myself familiar with and observe NSW Health Department and The Children's Hospital at Westmead's Laws, Rules, Regulations, Policies and Procedures, as amended from time to time.

Name of Occupant (Print):

Signature of Occupant:

Date:

Signature of Manager:

Date: