



West Wimmera Health Service

Position Description

Position:	Graduate Enrolled Nurse
Location:	Work across all sites as mutually agreed upon
Reporting to:	Director of Nursing/Nurse Unit Manager
Division:	Clinical Services
Award:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 – 2020
Level:	Dependent on skills, qualifications and experience as per Award

Overview of West Wimmera Health Service

Our community is the heart of West Wimmera Health Service. We are committed to delivering the highest quality health services and ensuring our services meet the needs of our population.

We deliver services across a 22,000 square kilometer region, which is home to nine rural townships including Nhill, Gorokey, Jeparit, Kaniva, Rainbow, Natimuk, Minyip, Murtoa and Rupanyup.

Our Values

Strong leadership and management – we value our organization and will encourage exceptional professional skills and promote collaborative teamwork to drive better outcomes for our consumers.

A safe environment – the safety of our staff, patients, and visitors is fundamental to how we operate.

A culture of continuing improvement – the delivery of superior care to our consumers motivates a culture of quality improvement in all that we do.

Effective management of the environment – our service is managed in ways which minimizes our impact on the natural environment.

Responsive partnerships with our consumers – we maintain a productive relationship with our communities and stakeholders through open communication, honest reporting and a willingness to embrace constructive suggestions.

Our Strategic Directions

Strategy one	Empower our community to live their best life
Strategy two	Invest in population health
Strategy three	Build partnerships for healthier communities
Strategy four	Harness technology and innovation
Strategy five	Strengthen our workforce capacity

Position Relationships:

Key Internal Relationships	Key External Relationships
<ul style="list-style-type: none">• Employees• Manager• Executive Director• Visiting Medical Officer's• Specialist• Radiographers• Patients• Residents• Volunteers	<ul style="list-style-type: none">• Consumer• Consultants• Customers• Visitors

Position Overview:

The Graduate Enrolled Nurse Program aims to facilitate the transition from student to Enrolled Nurse, providing the opportunity to enhance your nursing career, consolidate your nursing skills and provide an opportunity to experience different clinical areas.

Key Selection Criteria:

Essential:

1. Effective communication and organisational skills
2. Worker screening clearance – police check, working with children check and DWES (Disability Worker Exclusion Scheme check)
3. Enrolled Nurse with a current AHPRA registration.
4. Have an understanding of EQulP criteria (*acute and community care facilities*).
5. Have an understanding of iCare, ACFI and Aged Care Standards (*aged care facilities*).

Desirable:

6. Current Victorian Driver's Licence.
7. Medication Endorsement.
8. The desire to obtain further qualifications e.g. Registered Nurse.

Key responsibilities:

- To participate in providing a high standard of clinical care to the patients/residents of West Wimmera Health Service.
- To adhere to the policies and protocols of West Wimmera Health Service.
- To strengthen relationships with customers to enhance the image of the Service.

Statement of duties:

Professional Practice:

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Maintain a good working knowledge of and adherence to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc.) and actively promote compliance to any such standards and legislation.
- Comply with all relevant WWHS policies and procedures and any program specific guidelines.
- Attend all required staff meetings and trainings.
- Work in accordance with West Wimmera Health Service's Code of Conduct and demonstrate commitment to the Service's core values.

- Recognise, respond and escalate changes in the patient's condition.
- Assist the Associate Nurse Unit Manager or Registered Nurse to coordinate all services of the unit.
- Actively participate in the delivery of direct care to patients/residents.
- Attend to relevant charting and daily documentation.
- Be involved with daily rounds to monitor progress of patients/residents including identifying problems.
- Assist with patient/resident daily personal care such as showering, dressing, grooming and toileting.
- Assist with administration of medications to the patients/residents if medication endorsed.
- Be involved with the Registered Nurse concerning the care plan for the individual patient/resident's needs.
- Any other associated duties as delegated by the Director of Nursing/Nurse Unit Manager at any time.

Quality, Safety and Risk Management:

- Ensure compliance at all times, with mandatory education competencies by the due date in accordance with WWHS policies and protocols.
- Ensure and take all reasonable care for your personal safety and the safety of patients, consumers, volunteers and colleagues.
- Participate in relevant quality improvement activities as directed by the Executive Director Quality & Safety
- Identify and report relevant risks including those relating to human resource management, workplace culture and industrial relations and actively work other staff as appropriate to effectively manage such risks.
- Ensure you are aware of the West Wimmera Health Service's emergency procedures.

Communication:

- Maintain a professional and friendly approach in all interpersonal communication with patients, consumers, volunteers and colleagues.
- Ensure effective and open lines of communication with other (relevant team members, customers, volunteers) and WWHS management staff.
- Maintain confidentiality as per West Wimmera Health Service Policy and in accordance with relevant privacy and health records legislation.

Appraisal:

- Initial appraisal – 3 months after appointment
- Thereafter – 12 monthly.

Certification

We hereby agree that the details contained in this document are an accurate statement of the primary requirements of the position.

Authorised By Clinical Executive	
Name:	
Signature:	Date:

Position Incumbent Name:	
Signature:	Date:

