Eastern Health

POSITION DESCRIPTION

Position Title:	Registered Nurse / Midwife
Award Classification:	Registered Nurse / Midwife
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Position Reports to:	Nurse / Midwife Manager (or delegate)

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is a leading metropolitan public health service in Melbourne where nurses and midwives are supported to grow and develop within the profession. At Eastern Health, we provide opportunities for nurses and midwives, as valued health care professionals, to achieve the highest level of nursing and midwifery excellence. Eastern Health spans several campuses and provides a comprehensive range of high quality acute, sub-acute, palliative care, mental health, addiction services, residential care, and community health to people and communities that are diverse in culture, age and socio-economic status, population and healthcare needs.

Our teams are invested in creating a friendly and supportive environment that is safe and welcoming, where together we can deliver the best health care experiences and outcomes. Eastern Health provides a safe environment for children and young people who are in our care, abiding by all legislative requirements.

1. POSITION PURPOSE

Nurses and midwives are essential health professionals who care for people (individuals, families, groups and communities) in all health care settings. Nurses and midwives at Eastern Health strive to deliver best health care experiences and outcomes in alignment with the Nursing & Midwifery Board Practice Standards.

The Nursing and Midwifery Domains of Practice have been developed by Eastern Health Nursing and Midwifery Executive using the domains of nursing. Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives: comprehensive patient care, support of systems, education, research and professional leadership.

Domains of Practice				
Direct comprehensive care	**Support of systems**	**Education**	**Research**	**Professional leadership**
• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care	• Planning for the Future • Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability

*Throughout this position description, Patient includes the following: consumer, woman, resident, client.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

a. Direct Comprehensive Care - Assesses the health care needs of patients. Is responsible for formulating, implementing and evaluating a plan of care, in partnership with the patient.

- Systematically assesses the patient, analyses data and identifies the patient's nursing or midwifery needs.
- Applying knowledge and skills, develops and documents a plan of care that reflects the identified needs of the patient.
- Implements the plan of care by providing direct care to patients.
- Evaluates and validates the effectiveness of nursing/midwifery strategies towards meeting expected patient outcomes.
- Involves the patient and carers in the plan of care.
- Recognises changes in the patient's condition, takes necessary action and documents variation in the plan of care. Accepts accountability for own actions and seeks guidance when a situation exceeds experience and/or knowledge.
- Coordinates an effective discharge from hospital that reflects the needs of the patient and carers.
- Develops, implements and evaluates teaching plans for patients and carers that meet their learning needs and facilitates informed decision-making.

b. Support of Systems - The following responsibilities and accountabilities exist to ensure compliance with Australia's National Safety and Quality Healthcare Standards.

- Actively participates in identifying areas of nursing/midwifery practice where improvements can be made to the quality of care.
- Demonstrate commitment to developing, promoting and progressing continuous quality improvement initiatives as directed by manager.
- Be responsible for the quality of care at point of care within scope of practice.
- Observe safe working practices and as far as you are able, protect your own and others' health and safety.
- Identify clinical risk issues and areas for improved clinical outcomes.
- Recognise risk and escalate to the manager (or delegate) to ensure that actions are taken to prevent and minimise harm to patients and the healthcare workforce.
- Is accountable for reporting outcomes of nursing interventions to the Nurse/Midwife Manager (N/MM), Team Leader, Associate Nurse/Midwife Manager (ANM) or delegate.
- As directed, monitor the operations and continuous improvement of the Eastern Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace.
- Ensure adherence to organisational standards and complete all mandatory and targeted education.

c. Education

- Role model nursing and midwifery excellence.
- Participate in orientation, preceptorship and mentoring responsibilities.
- Assist with the development of others by providing clinical support and education.
- Actively reflect on own professional performance and competence and participate in ongoing professional development of self and others.
- Be aware of limitations in own knowledge and seek appropriate education and training.

d. Research

- Monitor and evaluate clinical practice and demonstrate analytical skills in accessing and evaluating health information and research evidence.
- Identify the relevance of research to improving individual/group health outcomes.
- Participate in research as appropriate.
- Practice within an evidence-based framework.

e. Professional Leadership

- Role model nursing and midwifery excellence.
- Demonstrate a commitment to organisational driven change.
- Promote a culture of optimism, innovation, encouragement, learning and creativity.
- Practice in accordance with the Nursing and Midwifery Board of Australia Registration Standards and Professional Codes and Guidelines.
- Maintains record of own Continuing Professional Development (CPD) as per NMBA registration standard.
- Accepts responsibility for own continuing professional development by setting realistic goals based on assessment of individual strengths and learning needs.
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times.
- Perform as an advocate and promote an active partnership with patients, their carers and families to ensure safe and effective person-centred care.
- Advocate for Nursing and Midwifery within the organisation.
- Act as a professional advocate for Eastern Health.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the Eastern Health approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity

to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 EH Nursing and Midwifery Domains of Practice

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____ Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____(Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____ **ATTACHMENT 1**

KEY SELECTION CRITERIA

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Essential Qualifications and Registration

- Bachelor of Nursing / Midwifery or other recognised equivalent formal qualification leading to condition free registration in Australia.
- Registration with the Nursing and Midwifery Board of Australian (NMBA) via AHPRA.

Essential Skills and Attributes

- Demonstrated clinical skills aligned with experience and scope of practice.
- Willingness to work collaboratively as part of a multi-disciplinary team, and contribute to the professional development of self and others.
- High level communication, both written and verbal, with demonstrated high level interpersonal skills with patients, families and all health care professionals.
- High level of motivation and willingness to learn, undertaking professional development to enhance nursing and midwifery expertise.
- Demonstrated provision of high quality care, that reflects the application of evidence into practice.
- Digital literacy and embracing of health technologies and informatics.

Desirable

- Membership with a Professional College (e.g. Australian College of Nursing, Australian College of Midwives, College of Emergency Nursing, Australian College of Perioperative Nurses)

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you

require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

ATTACHMENT 2 – NURSING & MIDWIFERY DOMAINS OF PRACTICE

The **Nursing & Midwifery Domains of Practice** resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives; comprehensive patient care, support of systems, education, research and professional leadership. (See summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3)
Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed.

Table 1: Summary of Behaviour Levels

Novice	Advanced Beginner	Competent	Proficient	Expert
Works within a known and stable context, consulting when abnormalities arise before taking action	Works within a known and stable context, consulting when abnormalities arise	Acts independently in routine situations within scope, and responds to known dilemmas	Acts independently in complex situations within scope, and responds to unknown dilemmas	Provide vision and direction and shape and implement strategies and initiatives that enable others to perform as required

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation. Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Table 2: Domains of Practice

Domains of Practice				
Direct comprehensive care	**Support of systems**	**Education**	**Research**	**Professional leadership**

• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care	• Planning for the Future • Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability