



JOB AND PERSON SPECIFICATION

Position Title: **Clinical Nurse/Midwife**

Classification Code: **Registered Nurse/Midwife Level 2**

Type of Appointment:

- Ongoing
- Temporary
- Other Term

Division:

Branch:

Section:

Position Number:

Position Created:

Job & Person Specification Approval

CE or delegate

____/____/____

PREAMBLE:

Underpinning the Department of Health Strategic Directions are the agreed values that reflect honesty, respect and integrity for every individual. These values drive how we conduct our business and how we behave. We aim to make the values “live”. It is important that we incorporate the values into our behaviour systems and processes.

The Department has a “Commitment to Workplace Values” attached to Job and Person Specifications that all staff are required to uphold. *(Please refer to the back of this document).*

Australia has one of the most culturally and ethnically diverse populations in the world. Having a diverse workforce (inclusive of bi-lingual, bi-cultural and **employees who have a disability**) can enhance the department’s ability to negotiate with, and meet the needs of, the full range of its clients and customers. Such employees also add to the diversity of the workforce, and give added opportunities to fully capitalise on difference as a valuable asset in an increasingly competitive environment.

JOB SPECIFICATION

1. Summary of the broad purpose of the position in relation to the organisation's goals:

The Clinical Nurse/Midwife will provide advanced nursing and/or midwifery services in primary health, secondary tertiary or quaternary service settings. The Clinical Nurse/Midwife is accountable for own practice standards, activities delegated to others and the guidance and development of less experienced staff.

2. Reporting/Working Relationships (to whom the person reports, staff for whom the person is responsible and other significant connections and working relationships within the organisation).

The Clinical Nurse/Midwife:

- Reports to the Nurse/Midwife Clinical Services Coordinators (Level 3 or 4)
- Maintains a close working relationship with the Associate Clinical Services Coordinator.
- Maintains cooperative and productive working relationships within all members of the health care team
- Supports and works collaboratively with less experienced members of the nursing team

3. Special Conditions. (such as non-metropolitan location, travel requirements, etc)

- The appointee may be subject to a Criminal History Check prior to confirmation of appointment.
 - The incumbent may be required to enter into an annual performance agreement for the achievement of (specific or service or program) outcomes.

4. Statement of Key Outcomes and Activities (group into major areas of responsibility/activity and list in descending order of importance - continue on next page)

4.1 Assists with the provision of professional high quality patient care within the ward/unit/service aimed at improving patient health outcomes through:

4.1.1 Improving nursing/midwifery and patient care procedures and practices by;

- Providing proficient clinical nursing/midwifery care and/or individual case management to patients/clients in a defined clinical area;
- Assessing patients/clients needs, planning, implementing and coordinating appropriate service delivery options and communicating changes in condition and care;
- Overseeing the provision of nursing/midwifery care within a team or unit;
- Providing health education, counselling and rehabilitation programs to improve the health outcomes of individual patients/clients or groups;
- Planning and coordinating services including those of other disciplines or agencies as required to meet individual and/or group health care needs;

Statement of Key outcomes and Activities (Continued)

- Monitoring client care plans and participating in clinical auditing and/or evaluative research to ensure appropriate patient care outcomes are achieved on a daily basis;
- Demonstrating and promoting a risk minimisation approach to practice and supporting implementation and maintenance of systems to protect patients and staff;
- Integrating advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed patient care outcomes;
- Working within and promoting a nursing model of client centred care or midwifery model of partnership and support for women's right to self determination in life processes;

4.1.2 Contributes to the human resource management of the unit/service by;

- Acting to resolve local and/or immediate nursing care or service delivery problems;
- Supporting change management processes;
- Contributing to communication processes that effectively deal with challenging behaviours and the resolution of conflicts;

4.2 Contributes to the achievement of nursing/midwifery best practice and where relevant facilitates the development and application of relevant nursing research by;

- Working within a local nursing/midwifery leadership team to attain consistency of nursing/midwifery practice standards and local service outcomes;
- Participating in clinical teaching, overseeing learning experiences, and goal setting for students, new staff and staff with less experience;
- Acting as a resource person within an area based on knowledge, experience and skills;

4.3 Contributes to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education by;

- Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area.

4.4 In addition to the foregoing the Clinical Nurse/Midwife may:

- Be required to participate in and/or provide clinical teaching and/or research;
- Be required to contribute to a wider or external area team working on complex or organisation wide projects such as clinical protocols, guidelines, process mapping;
- Be required to undertake a specific activity and/or portfolio to support the practice area/Health Unit;
- Be required, within pre-determined guidelines, and in a multi multidisciplinary primary health care setting, to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate client progress.

4.5 Health Unit to insert any local generic statements related to

- Requirements for participation in Counter Disaster activities
- Requirements related to Equal Opportunities and Occupational Health Safety and Welfare

Approved by Line Manager: _____ / /

Acknowledged by Occupant: _____ / /

PERSON SPECIFICATION

ESSENTIAL MINIMUM REQUIREMENTS (Those characteristics considered absolutely necessary)

PLEASE NOTE:

It is recommended that a **Maximum of 15 criteria only** (in total) be included in this section (ie the number of Essential and Desirable criteria combined should not exceed 15).

Educational/Vocational Qualifications (include only those listed in **Commissioner's Standard 2, Attachment C** as an essential qualification for the specified classification group)

- Registered with the Nurses' Board of South Australia and holds a current practicing certificate.
-

Personal Abilities/Aptitudes/Skills: (related to the job description and expressed in a way which allows objective assessment):

- Effective communication, problem solving, conflict resolution and negotiation skills.
 - Ability to work effectively within a multidisciplinary team.
 - Ability to prioritise workload and meet set timelines, whilst working under minimal supervision.
 - Ability to be creative, innovative and flexible when approaching issues within the hospital setting.
-

Experience

- Registered Nurse/Midwife with at least 3 years, full time equivalent, post registration experience
 - Demonstrated competence in the relevant area of nursing practice in accordance with the appropriate standards of practice.
 - Experience in the leadership and direction of student nurses, enrolled nurses and less experienced registered nurses.
-

Knowledge

- Understanding of the requirements of the Nurses Act 1999.
- Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Registered and Enrolled Nurse and Midwives in Recommended Domains.
- Knowledge and understanding of the ANMC Code of Professional Conduct for Nurses in Australia (2003) and the Commissioner for Public Employment Code of Conduct for Public Employees.
- Knowledge and understanding of legislative responsibilities for OHS&W, Workers Compensation and Rehabilitation and Equal Opportunity.
- Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- Knowledge of contemporary nursing/midwifery and health care issues.

DESIRABLE CHARACTERISTICS (To distinguish between applicants who have met all essential requirements)

Educational/Vocational Qualifications ((include only those listed in **Commissioner's Standard 2, Attachment C**, as an essential qualification for the specified classification group)

- Where applicable, qualifications relevant to practice setting.
 - Tertiary qualifications in nursing or human services related discipline.
-

Personal Abilities/Aptitudes/Skills: (related to the job description and expressed in a way which allows objective assessment):

- Ability to work within a team framework that fosters an environment that develops staff potential.
 - Skills in using computers and software relevant to the area of practice.
-

Experience

- Experience with quality improvement activities.
 - Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
-

Knowledge

- Knowledge of the South Australian Public Health System.
 - Knowledge of contemporary professional nursing issues.
-

Other Details:

COMMITMENT TO WORKPLACE VALUES



The Department of Health values have an influence on the people we employ

Every organisation has values that govern the way people are treated and the way decisions are made. The Department’s Strategic Plan identifies the values that guide our behaviours. These behaviours apply to all employees and govern the way people in the organisation are treated, the way decisions are made and how we provide our services.

These values are used in day to day communication and interaction between all employees and are linked to the whole of government Code of Conduct, Performance Development, Job and Person Specifications and Department of Health Employment Conditions.

Department of Health Organisational Values are:

Honesty

We show honesty by speaking truthfully, within the boundaries of confidentiality. This is shown in our dealings within the Department and with our consumers and partners by: saying what we mean and meaning what we say, keeping our promises, telling the truth tactfully, providing honest feedback and answers and admitting to mistakes.

Respect

We show respect by speaking and acting with courtesy. We treat others with dignity and use culturally appropriate ways of communicating. This is shown in our dealings within the Department and with our consumers and partners by: treating everyone fairly, communicating so people can understand, listening to others, and seeking and providing feedback.

Integrity

We show integrity by honouring our values and the rules of our department, government and nation. This is shown in our dealings within the department and with our consumers and partners by: doing the right thing, abiding by the values, standing up for what we believe in, and taking responsibility for our mistakes.

I _____ have the ability and commitment to behave consistently with the stated values of the Department of Health.

Signature

Please complete and return attached to your application to the nominated person

“The right people with the right skills in the right place at the right time”