

POSITION DESCRIPTION

Position:	Graduate Registered Nurse / Midwife
Directorate:	Clinical Operations
Division:	Inpatient Services
Business Unit:	Various
Enterprise Agreement	NURSES AND MIDWIVES (VICTORIAN PUBLIC HEALTH SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT
Reports to:	Nurse Unit Manager

MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1200 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our **HEART** values and the expectations to uphold the values, please refer to **page 6** of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our patients, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES



POSITION SUMMARY

The Graduate Registered Nurse performs duties with support and guidance of the NUM, ANUM and Educators to ensure a high level of quality patient care is delivered in line with the core values and the strategic direction of Mildura Base Hospital (MBPH)

The Graduate Registered Nurse is to utilise the graduate program with MBPH as an opportunity to consolidate learning and professional development in order to make the transition from novice practitioner to skilled practitioner.

KEY RESPONSIBILITIES AND DUTIES

- Responsible for maintaining a high level of nursing care to all patients within the department
- Responsible for completing all mandatory training requirements and all clinical department / speciality specific competencies
- Check, prepare and administer all medications in accordance with state legislation and organisational policies and procedures
- Continually provide the highest level of nursing care in a timely manner each rostered shift
- Accurately assess a patient's condition at a given time and report any inconsistent or significant changes to the registered nurse in charge
- Display a high level of problem-solving skills and techniques with subsequent evaluation of outcomes
- Participate in planning, delivery and evaluation of care
- Observe and implement Infection Control policies and procedures
- Complete documentation in line with hospital policy and legal requirements
- Maintain legible, accurate, complete, contemporaneous records of patient care that have been signed and dated.
- Utilise equipment and resources effectively and efficiently
- Utilise the graduate year to take theory to practice and develop problem solving skills to assess and plan delivery of care for each patient within your care
- Seek clarification at all times when faced with a deteriorating patient or a clinical situation for the first time.
- Seek out learning opportunities within the work place to further develop and enhance novice skill set and knowledge base
- Seek feedback throughout the program from preceptor, Educator and manager to identify areas for development and further growth
- Combined nurse/midwife program requires graduates to complete both nursing and midwifery requirements as below in their 6month rotation.

Graduate Nurse Program Requirements

Each of the GNP requirements listed below must be met for successful completion of the Graduate Nurse Program:

- Mandatory attendance x4 Graduate Nurse study days
- Completion of core clinical practice standards and self-directed learning packages submitted >4 weeks prior to GNP end date
- Attend monthly meetings with NUM as scheduled
- Successfully meet the probationary review
- Complete all allocated rotations within assigned timeframes including weekly learning goals & objectives each week
- Completion of annual performance review and development planning tool (PRDPT). Performance reviews must be completed and submitted within required timeframes and indicate the required standard is met.
- Meet all MBPH personal leave requirements and specific Graduate Nurse Program leave requirements.

Graduate Midwife Program requirements

Each of the GMP requirements listed below must be met for successful completion of the Graduate Midwife Program:

- Attend x2 weeks SN in Birth Suite with Education team and complete the learning goals and objectives
- Attend x2 weeks SN in SCN and complete the learning goals and objectives
- Attend x4 mandatory Graduate Midwife study days
- Complete self-directed learning packages
- Complete core clinical standards
- Complete annual Performance Review with the Maternity Education team
- Complete the Maternity clinical skills list
- Attend Monthly meetings with NUM/Educators
- Meet all MBPH personal leave requirements and specific Graduate Midwife Program leave requirements.

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct and MBPHs Heartbeat Guideline**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee, you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards) in alignment with the MBPH Clinical Governance Framework. All employees are responsible for contributing to safe, effective, accountable and person-centred care by:

- Proactively identifying and reporting risks to minimise and mitigate them
- Operating within their scope of practice and seeking help when needed

Ensuring patient and consumer safety and quality of care is your highest priority.

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

Essential

- Relevant registration with the Australian Health Practitioner Regulation Agency
- Understanding of scope of practice in line with relevant registration
- Ability to assess, plan, coordinate and evaluate care delivery needs of patient
- Effective communication and interpersonal skills
- Proven ability to work effectively in team environment & independently as required
- Meet learning objectives during the designated time frames to ensure career progression
- Demonstrated exceptional customer service
- Excellent time management skills
- Knowledge of legislative requirements in relation to nursing practice
- Knowledge of Quality/ Continuous Improvement processes

Desirable

- Tertiary Certificate or Advanced Diploma in relevant specialty
- Recent clinical experience in relevant care setting
- Computer literacy

Behavioural Attributes

Personal Resilience

Be positive and even tempered in the workplace

Professionalism

Demonstrate honesty, integrity and ethics in the workplace

Leadership

Show leadership by supporting & orientating new members to the team

Team Work

Develop & maintain effective interpersonal relationships to work with others in a constructive and collaborative fashion

Communication & Change Management

Use professional, concise & effective communication, and model behaviours which positively influence and guide the behaviour of others

Customer Service

Dedicated to meeting customer expectations and requirements

MANDATORY REQUIREMENTS

Registration with Professional Association:

For example, AHPRA, AHRI, etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

A current Victorian driver's licence is required for this position

All Mildura Base Public Hospital sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____



Happy

WE ARE POSITIVE

As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



Empathetic

WE ARE CARING

As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



Accountable

WE ARE COMMITTED

As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



Respectful

WE ARE OPEN TO OTHERS

As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



Team-based

WE ARE ONE TEAM

As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

"I choose..."
"I care..."
"I prefer..."
"I will..."
"I can..."
"Is there a better way to do this?"
"Can we explore that more so I can understand it better?"
"We will...us...we can..."

LANGUAGE WE DON'T USE

"I have to..."
"I must..."
"If only..."
"Ah well, that is because of XYZ..."
"Our processes do not let us do it"
"Things have always been done this way"
"Them and us"

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

