

Nursing Domains of Practice - Management

Title	Grade	Domains					Desired Qualifications
		Direct Comprehensive Care	Support of Systems	Education	Research	Professional Leadership	
Director Clinical Operations		Strategic operational management and professional nursing leadership across RCH. Leads RCH strategic objectives, Statement of Priorities and Great Care initiatives ensuring translation into daily operations. Facilitates and promotes linkages between and across RCH services and staff to improve patient care.	Leads across RCH the organisational delivery of Great Care: Excellent Clinical Outcomes, Timely Access, Positive Experience, Zero Harm Sustainable Healthcare	Monitor and contribute to the development of post graduate nursing program content in partnership with the University of Melbourne School of Nursing.	Leads clinical inquiry across RCH and the development of evidence in paediatric nursing practice.	High profile locally and nationally with respect to leadership and management of clinical operations and professional leadership and governance of nursing.	
Nursing Hospital Manager	Grade 5 ZC8	Responsible for the on site management and leadership of RCH out of hours. Manages patient access and flow, staffing and resource allocation across RCH.	Acts as the Clinical advisor in response to all emergency codes and liaises with the Chief Warden. Engages professionally with the Multidisciplinary team (MDT) and promoting communication that elicits factual information sharing and feedback. Assists the Directors of Clinical Operations to achieve organisational KPIs.	Provides education to patients, families and members of the MDT on RCH Policy, Procedures and Clinical Guidelines.	Participates in projects/research as directed by Director of Clinical Operations	Recognised for nursing leadership and management across RCH. Models organisational values and behaviours	
Bed Manager	Grade 4 Yr1-Yr2 ZO9 – ZP1	Coordination of all RCH admissions to inpatient beds during business hours, ensuring appropriate bed utilisation within the context of "Great Care" and operational plans. Provides bed management strategy that is responsive to changing patient demands. Liaise and support the Directors of Clinical Operations to achieve organisational KPIs and priorities.	Leads twice daily bed meeting during business hours and collaborates with AUMs and NUMs to ensure timely access /flow of patients. Provides comprehensive handover to Nursing Hospital Managers to ensure seamless operational management occurs across RCH. Assists the Directors of Clinical Operations to achieve organisational KPIs.	Provides education and support to internal/external stakeholders on bed management, access, flow.	Participates in projects/research as directed by Director of Clinical Operations	Recognised for nursing leadership and management across RCH. Models organisational values and behaviours	
Nurse Unit Manager	NUM Yr1-Yr3 YZ11 – YZ33	Advanced specialist knowledge, skills, attributes and abilities within a broad scope of practice related to Ward/Unit/Service. Clinically leads and manages nursing teams to deliver contemporary nursing practice that aligns with RCH Policy, Procedure, and Clinical Guidelines. Responsible and accountable for the quality of nursing delivered in Ward/Unit/Service. Leads engagement with patients, families and Multidisciplinary team (MDT). Decision maker.	Delivers sustainable healthcare and leads quality improvements to deliver Great Care. Provides staff with contemporary management, professional development, PDAP, and rosters which are EBA and RCH compliant. Maintains an environment which is safe and culturally appropriate for patients, families and staff. Reports and achieves KPIs and manages risk. Communicates and profiles regularly with patients, families and staff.	Understands and approves nursing competency development for nurses in the Ward/Unit/Service. Provides education on Management/ Leadership to nursing and MDT.	Leads and supports clinical inquiry by the nursing team in the Ward/Unit/Service and the translation of evidence into practice. Leads Ward/Unit/Service contribution to RCH Clinical Effectiveness Committee	Recognised for nursing leadership and management across RCH. Models organisational values and behaviours	

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		Direct Comprehensive Care	Support of Systems	Education	Research	Professional Leadership	
Associate Unit Manager	ANUM Yr1-Yr2 YW11 – YW12	Specialist knowledge, skills attributes and abilities within narrower scope of practice related to the Ward/Unit/ Service. Supports the NUM to clinically lead and manage the nursing team to deliver contemporary nursing practice that is aligned organisationally. Responsible and accountable for the quality of nursing deliver in the Ward/Unit/Service on a shift by shift basis. Recognised by the team as an expert resource for others. Decision maker within scope of practice and role on a shift by shift basis.	Assists and supports the NUM to lead service improvements to deliver "Great Care". Allocates nursing resources on a shift by shift basis complying with RCH Rostering Guidelines, Policy and Procedures. Provide staff with contemporary management and professional leadership. Maintains an environment that is safe and culturally appropriate for patients, families, staff and communities, and profiles regularly during shift with patients, families, staff and reports using the organisational structure. Supports the NUM with KPI achievement.	Supports nurses to achieve competencies and PDAP objectives. Provides education within scope of practice.	Supports clinical inquiry and the translation of evidence into practice.	Recognised for nursing leadership and management with RCH Ward/ Unit/Service. Models organisational values and behaviours.	
Clinical Nurse Specialist	CNS YS9	Higher level of skill demonstrated in clinical decision making - in particular in problem identification and solution, and analysis and interpretation of clinical data. Maintenance and improvement of clinical standards. Acting as a resource person to others in relation to clinical practice and are counted as bedside nurses.	Support of, and contribution to quality improvement within the area of practice and ward/unit/ department.	Membership of relevant professional body and ability to demonstrate and document learning and participation in learning. Undertakes own professional development and contribute to the professional development of others. A mentor to other nurses	Support of and contribution to research projects within the area of practice and ward/unit/department.	Positive role model.	
Registered Nurse	Grade 2 YP2 -YP11	Conducts a comprehensive and systematic nursing assessment. Provides comprehensive, safe and effective evidence-based nursing care to achieve identified individual/ group health outcomes. Establishes, maintains and appropriately concludes therapeutic relationships. Collaborates with interdisciplinary health care team to provide comprehensive nursing care.	Plans nursing care in consultation with individuals/groups, significant others and interdisciplinary health care team. Evaluates progress towards expected individual/group health outcomes in consultation with individuals/groups, significant others and interdisciplinary health care team.	Acts as a preceptor to less experienced nurses, including graduate and undergraduate nurses. Participates in ongoing professional development of self and others.	Practices within an evidence-based framework.	Practises in accordance with legislation affecting nursing practice and health care. Practises within a professional and ethical nursing framework. Development of self and others.	
Enrolled Nurse	EN IB61 – IB75	Contributes to the formulation of care plans in collaboration with the RN, individuals and groups. Manages nursing care of individuals and groups within the scope of EN practice. Contributes to the promotion of safety, security and personal integrity of individuals and groups within the scope of EN practice. Provides support and care to individuals/groups within the scope of EN practice.	Conducts nursing practice in a way that respects the rights of individuals and groups.	Accepts accountability and responsibility for own actions within enrolled nursing practice. Demonstrates critical thinking in the conduct of EN practice.	Accesses evidence based guidelines/ protocols.	Functions in accordance with legislation, policies and procedures affecting EN practice. Conducts nursing practice in a way that can be ethically justified.	