

Position Description

Position title	Enrolled Nurse - Transition to Practice Program		
Department / Division	Division of Clinical Operations		
Classification	EN 2.3 IB68	Employment Status	Part Time Ongoing 0.8 EFT (64 hours per fortnight / 72 hours per fortnight in our perioperative area only)
Position reports to	Nurse Unit Manager		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The RCH Enrolled Nurse (EN) Transition to Practice Program offers a valuable opportunity for enrolled nurses in their first year of practice to transition to a competent and confident enrolled nurse with paediatric foundation. Participants undertake a structured, 12-month program which supports their transition in a unique and world class paediatric healthcare setting in a safe and supportive environment. Consisting of a single clinical rotation supported by 8 professional development days, completion of the RCH Enrolled Nurse Competency Framework and

underpinned by a preceptorship model of supervision, this program plays a vital role in the ongoing development of the RCH nursing workforce.

ROLE PURPOSE

The EN Transition to Practice program provides a career pathway for Enrolled Nurses with less than 12 months of experience to gain the theoretical knowledge and practical skills enabling them to care for our paediatric population competently and confidently. As defined by the Nursing and Midwifery Board of Australia the EN scope of practice supports enrolled nurses to practice under the delegation and supervision of a Registered nurse.

KEY ACCOUNTABILITIES

Direct Comprehensive Care in Collaboration with the Registered Nurse

- Fulfil duty of care while understanding and practicing within the EN scope of practice in accordance with the Nursing and Midwifery Board of Australia guidelines
- Administer medication safely in accordance with hospital procedures, protocols and policies
- Integrates nursing and health care knowledge, skills and attitudes to provide safe and effective care
- Conducts a comprehensive and systematic nursing assessment to improve the quality of nursing care
- Uses a range of assessment techniques to collect relevant and accurate data
- Plans nursing care in consultation with individuals/groups, significant others and the interdisciplinary health care team
- Ability to establish, maintain and appropriately conclude therapeutic relationships
- Determines agreed priorities for resolving health needs of individuals/groups
- Provision and implementation of quality clinical care
- Prioritises workload based on the individuals / group's needs, acuity, and optimal time for intervention
- Documents, observes, and reports relevant nursing findings within the framework of nursing practice
- Plans for continuity of care to achieve expected outcomes

Support of Systems

- Utilise EMR and RCH IT program to document and record nursing activity
- Participates in quality improvement activities

Education

- Reflects on own professional development, seeks and addresses feedback
- Participates in ongoing professional development opportunities
- Participate in ongoing education by attending study days, nursing forums and area-based education sessions as required or requested

Research

- Participate in research as appropriate
- Uses best available evidence, standards, and guidelines to guide and evaluate nursing performance
- Demonstrates analytical skills in accessing and evaluating health information and research evidence

Professional Leadership

- Role Model Excellence
- Practises in accordance with legislation affecting nursing practice & health care. Practises within a professional & ethical nursing framework
- Development of self & other

QUALIFICATIONS AND EXPERIENCE

Essential

- Current registration as an Enrolled Nurse (Diploma of Nursing qualification with full IV endorsement) with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (AHPRA). Registration no earlier than March 2022
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Availability to commence March 2023

Desirable

- Understanding and/or experience in providing family centred care within the paediatric context

KEY SELECTION CRITERIA

- Excellent interpersonal and communications skills
- Demonstrated ability to work within a multidisciplinary team
- Excellent time management and organisational skills
- Ability to work well under pressure and be flexible to changing priorities and environment

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children's Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g., wearing glasses) while undertaking hospital duties (if applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others

- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

November 2022