

Position Description

Position Title	Registered Nurse		
Unit / Branch	Newborn Intensive Care Unit (High Dependency)		
Classification	Grade 2, Year 2 – 9 (YP3-YP10)	Employment Status	Full Time (Part time considered), Ongoing 6.15FTE
Position operationally reports to	Associate Nurse Unit Manager		
Position professionally reports to	Nurse Unit Manager		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) has cared for the children and young people of Victoria since it was founded in 1870. As a tertiary and quaternary centre, the RCH cares for the most critically ill and medically complex paediatric patients in Victoria. In addition to providing a full range of clinical services, the hospital also supports many health promotion and prevention programs. With more than 6,000 staff, 12 wards and 350 beds, the RCH is the major specialist paediatric hospital in Victoria, and also provides care for children and young people from Tasmania, southern New South Wales and other states around Australia and overseas.

We are the state's busiest paediatric Emergency Department, often experiencing more than 300 presentations on any given day. The RCH is committed to working with health services across the state and plays a significant role in many critical state and nationwide services. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time, for the benefit of all Victorian children. The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety>

In April 2016, the RCH became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). RCH has a strong focus on supporting the successful delivery of the Parkville Connecting Care program – a shared EMR with the Royal Women's Hospital, The Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

The RCH is located within the Melbourne Biomedical Precinct, which is home to more than 45 world-class biomedical organisations, with collectively more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region.

Further information on the RCH including the new RCH Strategic Plan 2019-21 Great Care, Everywhere is available at www.rch.org.au

ROLE PURPOSE

To ensure the provision of high quality nursing care to infants and their families within RCH, acting as a role model and expert clinical practitioner and working with the wider multidisciplinary team within NICU to promote a progressive attitude to the continual improvement of patient care through research and evidence based practice. The Registered Nurse will ensure that clinical practice and delivery of care is consistent with RCH and Australian Nurses and Midwifery Council standards, by providing comprehensive, safe, evidence-based practice to facilitate optimal health outcomes.

KEY ACCOUNTABILITIES

The Registered Nurse is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication across a variety of internal and external organisational relationships including all clinical staff, and non – clinical support staff, RCH Board and non-Executive Directors, Maternal Child Health Nurses, members of the general public and visitors both formal & informal to RCH.

Direct Comprehensive Care

- Using evidence- based practice and a holistic approach to individualised nursing care, assess, plan, implement and evaluate care for babies within the clinical area.

- Actively support and promote the involvement of parents/carers in the planning, management and evaluation of care by collaborative partners in care and maintain effective communications with parents and relatives, from admission, ensuring they have sufficient confidence, assistance and support to enable them to for their baby in preparation for discharge.
- Safely administer prescribed medications and to monitor their effects in line with required professional standards
- Establish and maintain competency and safe maintenance of all medical devices within clinical setting.
- Promote and work within AHPRA / NMBA statutory framework. i.e. code of practice, Scope of professional practice, and standards for Administration of medicines, and Standards for Record Keeping.
- Ensure that you maintain fully up-to-date with current legislations and are familiar with all local policies and personnel procedures.
- Ensure that all manual and computer records are accurate and legible in accordance with the AHPRA code of practice and comply with the standards for record keeping legislation and organisational policy.
- Maintain proactive approach to the development of clinical skills within the unit ensuring that practice reflects best practice standards, local and national policies and are in keeping with relevant professional standards

Support Systems

- To be responsible for the organisation and management of direct patient care to a group of babies
- To keep fully informed of all clinical developments within the profession and act as resource for the multidisciplinary team, parent and relevant agencies.
- Assist the AUM team with the setting and monitoring standards of neonatal care and the reporting of variations in care using Risk reporting system.

Education

- Participate in the clinical teaching of all learners, junior members of staff including allied health and support staff
- Act as mentor to all learners and preceptor to new registered staff.
- Participate in the development of competencies across the service
- Ensure that practitioners develop the competencies relating to their practice
- Proactive in the orientation and education of junior medical staff to the unit
- Take responsibility for own professional development
- Seek adequate training to enable you to increase your clinical skills and keep abreast of current research based practice
- Actively promote Health Education and participate in the development and evaluation of teaching and assessment packs.
- Identify limitations in personal knowledge and skills and plan action to overcome these in consultation with nursing team leader.
- Identify own potential and develop accordingly with in consultation with nursing team leader and Unit Manager.
- To attend local and organisational meetings and development sessions as directed or required.

Research

- To adhere to and actively participate in the regular review of nursing practice, policies, procedures and protocols.
- Contribute and participate in the audits of the neonatal service and the learning environment.

Professional leadership

- Role model best practice demonstrating clinical leadership in offering expertise, advice and support to all nursing staff and actively contribute to the development of a learning environment to support learners
- To keep fully informed of all clinical developments within the profession and act as resource for the multidisciplinary team, parent and relevant agencies.
- To promote a professional image at all times, and be accountable for own clinical practice.
- Maintain the unit philosophy of family centred care.
- Work in collaboration with other members of the team to ensure that Organisational, Divisional and Local objectives are met in the delivery of key objectives.
- To be an advocate for the neonate and to promote effective communication with all members of the multidisciplinary team

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Proven recent experience working within a neonatal setting

Desirable:

- Evidence of preceptorship certification
- Holds or actively working towards Post Graduate Certificate in Neonatal or Paediatric Intensive Care Nursing
- Demonstrated experience in awareness of research and audit
- Proven experience in shift co-ordination / in charge role within critical care setting
- To have an understanding of Clinical Governance and how this impacts onto everyday practice.
- Experience of working within Workplace Health and Safety framework

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
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.
- Flexible working approach to internal rotation requirements of the service

KEY SELECTION CRITERIA

Candidates must meet the qualifications and experience essential criteria for shortlisting

- Well-developed interpersonal and communication skills both written and verbal
- Demonstrated ability to work within a multidisciplinary team and autonomously as required acting as a role model at all times
- Effective time management and organisational skills
- Ability to work well under pressure and be flexible to changing priorities and environment
- Demonstrates analytical & critical thinking skills
- Demonstrate an understanding of the audit/research process and relevance to clinical practice
- Evidence of neonatal intensive care service improvement

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 actively promote and celebrate our diverse team*
- *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 to others, because I want to make the best decision*

Potential employees will be required to undertake a National Criminal Record Check and a Working With Children Check.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees are required to:

- Act in accordance and comply with all relevant Safety and Quality policies and procedures
- Participate in and contribute to quality improvement programs and commit to RCH Values
- Comply with the Requirements of the National Safety & Quality Health Service Standards
- Comply with all relevant clinical and/or competency standards
- Comply 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, all members of the LGBTQI community and people with disability.

Position description last updated

November 2020