POSITION DESCRIPTION

Graduate Registered Nurse

Our CORE values

Collaboration Openness Respect Empowerment

Organisation	NSW Health
Position Classification	Registered Nurse
State Award	Public Health System Nurses & Midwives (State) Award
Category	Nursing & Midwifery | Graduate Nurse (RN)
Vaccination Category	A+
Website	www.health.nsw.gov.au

PRIMARY PURPOSE

Provide safe, compassionate, person centred nursing care by ensuring care is delivered in collaboration with patients/families/carers and a multidisciplinary team to achieve identified goals and outcomes.

ESSENTIAL REQUIREMENTS

Current AHPRA registration as a Nurse (Division 1) at commencement of employment.

KEY ACCOUNTABILITIES

Practice in accordance with the Nursing and Midwifery Board of Australia's Registered Nurse Standards for Practice and maintain registration with the Australian Health Practitioners Regulation Authority.
Ensure effective delivery of quality, timely and culturally appropriate patient care to a diverse range of people with a range of health issues related to physical or mental illness and/or other health needs.
Understand, accept and demonstrate accountability for own decisions, actions, behaviours and responsibilities inherent in nursing practice.
Actively identify, communicate and escalate risks and understand own responsibility in managing risk in day-to-day work. Act as a role model by demonstrating behaviours and interacting with patients, their families/carers and employees in ways that reflect the NSW Health CORE values of Collaboration, Openness, Respect and Empowerment
Promote evidence based practice and continuous quality improvement.
Work collaboratively and communicate effectively with patients, family/carers and other health care team members/colleagues regarding nursing care.
Assist, support and guide the education, clinical placement and development of Enrolled Nurses, Assistants in Nursing and fellow Registered Nurses.
Be aware of and act within the legislative requirements of the NSW and Commonwealth Laws.
Practice in accordance with NSW Health policies, NSW Health Code of Conduct and CORE values.
Participate in all aspects of the Local Health District/ Service Network graduate program.

KEY CHALLENGES

- Developing an understanding of the role of a graduate Registered Nurse
- Managing time and prioritising activities given the diverse range of issues encountered simultaneously and the work demands flowing from a number of sources
- Working within a team to utilise available resources to achieve positive outcomes
- Developing communication skills to advocate for quality patient care

KEY RELATIONSHIPS

Who	Why
Director of Nursing and Midwifery, Divisional Nursing Managers, Nursing Unit Managers, Nurse Educators, Clinical Nurse Educators and other Nursing leaders	Receive direction for day to day work, provide and receive feedback for performance and operational issues to ensure service delivery is in accordance with agreed priorities and plans
Multidisciplinary Team	To ensure service delivery and quality patient care
Staff from other non-health and health organisations	To ensure continuity of care
Patients, carers and families	To ensure service delivery is patient-centred and is in accordance with agreed priorities and plans

SELECTION CRITERIA

1. Demonstrated high level interpersonal, verbal and written communication skills.
2. Demonstrated clinical knowledge and clinical problem solving abilities.
3. Demonstrated ability to work within a team.
4. An understanding of the professional, ethical and legal requirements of the role
5. A demonstrated understanding of the role in applying continuous improvement to quality and safety
6. Demonstrated understanding of NSW Health CORE Values – Collaboration, Openness, Respect and Empowerment