POSITION DESCRIPTION

Position Title:	Registered Nurse
Department:	Nursing Services
Location:	War Memorial Hospital
Uniting Purpose:	To inspire people, enliven communities & confront injustice
Uniting Values:	Imaginative, respectful, compassionate, bold

Classification:	Registered Nurse years 2 – 8+
Vaccination risk category:	A
Award:	War Memorial Hospital (Waverley) Nurses Agreement 2011
Employment status:	Casual
Hours:	As rostered across 24/7 Rotating Roster

Position reports to:	Nursing Unit Manager
Position Supervises:	EEN & AIN
Key relationships:	Nursing services team members, Allied Health team members

POSITION PURPOSE

The Registered Nurse is responsible for the promotion of the health and welfare of the Geriatric Rehabilitation patient, through the delivery of Nursing Care of the highest quality, delivered equitably and continuously reviewed, in accordance with the NSW Ministry of Health, SESLHD and Uniting philosophies.

POSITION OBJECTIVES

- All Patients receive timely and appropriate nursing care in an empathetic and caring manner whilst at War Memorial Hospital
- Nursing care provided meets the identified outcomes within scope of competence
- Patients and their families are informed of their rights and these are protected in relation to health care

War Memorial Hospital
ABN 78722 539 923
125 Birrell Street
Waverley NSW 2024
T 02 9369 0100
F 02 9387 7018

KEY RESPONSIBILITIES

Financial management & awareness:

- Understands and contributes to the efficient use of hospital resources
- Contributes to cost efficiency in collaboration with ward management
- Awareness of Activity Based Funding
- Understanding and use of Functional Independent Measure (FIM) assessment in practice

Operational processes:

- Carries out a comprehensive and accurate nursing assessment of individuals and groups in a variety of settings
- Formulates a plan of care in collaboration with individuals and groups
- Implements planned nursing care to achieve identified outcomes within scope of competence
- Evaluates patient progress toward expected outcomes and reviews / revises plans in collaboration with MDT
- Maintain awareness of and fulfil responsibilities, authorities and accountabilities as defined by the organisation's health, safety and wellbeing management system
- Participate and comply with all quality management systems and processes

Client management & engagement (internal & external stakeholders):

- Establishes, maintains and concludes caring therapeutic and effective interpersonal relationships with individuals or groups
- Identifies expected outcomes including a time frame for achievement in collaboration with individuals and groups. Effectively communicates these timeframes to Nurse Unit Manager and patients.
- Protects the rights of individuals and groups in relation to health care
- Maintain a high standard of conduct and work performance to promote WMH reputation with key internal and external stakeholders

People management & teamwork:

- Collaborates with other Members of the health care team
- Effectively delegates activities to Assistants in Nursing and Enrolled Nurses commensurate with their abilities and scope of practice.
- Proactively consults with other health care professionals when individual/group falls outside the scope of own nursing practice
- Acts to enhance the professional development of self and others
- Actively engage and participate in the company's performance management framework and review processes
- Act in a manner which upholds and positively models the organisation's Code of Ethical Behaviour.
- Model the values of the Uniting Church of respecting and valuing the inherent dignity and uniqueness of each person, celebrating diversity, passionately pursuing social justice and inclusion
- Take care for the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal)

KEY PERFORMANCE INDICATORS

Financial management & awareness:

- Demonstrates efficient use of resources in daily practices
- Uses thoughtful cost efficient measures whilst maintaining quality patient care
- Understands and uses local ward processes regarding FIM score and classification

Operational processes:
- Uses a structured approach in the process of assessment. Collects data regarding the health and functional status of individuals and groups.
- Accurately identifies expected outcomes including a time frame for achievement in collaboration with individuals and groups
- Establishes priorities for resolution of identified health needs in consultation with the individual/group

Client management & engagement (internal & external stakeholders):
- Acknowledge the rights of individuals/groups in the health care setting and acts to ensure that these rights are not compromised
- Involves the individual/group as an active participant in the process of care as well as respecting the values, customs, spiritual beliefs, and practices of individuals and groups
- Provides relevant and current health care information to individuals and groups in a form which facilitates their understanding

People management & teamwork:
- Uses professional standards of practice to assess the performance of self
- Uses WMH Rehabilitation Nursing Competencies to guide practice
- Contributes to the learning experiences and professional development of others
- Educates individuals or groups to maintain and promote health
- Participate in the formal annual performance review process

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Work Health and Safety Requirements:

- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

Quality and Safety Requirements:

Staff work within, and are supported by, well-designed systems to deliver safe, high-quality clinical care. Staff are responsible for the safety and quality of their own professional practice, and professional codes of conduct. Staff will:
- Actively take part in the development of an organisational culture that enables, and gives priority to, patient safety and quality
- Actively communicate their profession's commitment to the delivery of safe, high-quality health care
- Model professional conduct that is consistent with a commitment to safety and quality at all times
- Embrace opportunities to learn about safety and quality theory and systems
- Embrace opportunities to take part in the management of clinical services
- Encourage, mentor and guide colleagues in the delivery of safe, high-quality care

- Take part in all aspects of the development, implementation, evaluation and monitoring of governance processes

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PROFESSIONAL SKILLS AND KNOWLEDGE

Skills & Experience:

- Effective verbal and written communication skills
- Good interpersonal and time management skills with an ability to work within a multidisciplinary team
- Commitment to personal and professional development
- Demonstrated ability to deliver high quality patient care to the older patient using critical thinking
- Demonstrated understanding of Aged Care Rehabilitation
- High level of commitment to patient safety and quality improvement
- Minimum of 1 year experience working as a Registered Nurse in a hospital setting

Qualifications:

- Current Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse

Employee Name:		Managers Name: Title	Marcia Neilson Nurse Unit Manager
Date:		Date:	
Signature:		Signature:	

JOB DEMANDS CHECKLIST

Job Title: Registered Nurse
Service/Unit: War Memorial Hospital
Department: Nursing - Morgan Ward
Manager/Supervisor: Nurse Unit Manager
Assessor: Marcia Neilson
Date of Assessment: Oct 2026
Date of Assessment review: Oct 2027

Definitions:

* Denotes a critical requirement of the job

Frequency

I	Infrequent – intermittent activity exists for a short time on a very infrequent basis	C	Constant – activity exists for more than 2/3 of the time when performing the job
O	Occasional - activity exists up to 1/3 of the time when performing the job	R	Repetitive – activity involves repetitive movements
F	Frequent – activity exists between 1/3 and 2/3 of the time when performing the job	N/A	Not applicable – activity is not required to perform the job

CRITICAL *	PHYSICAL DEMANDS - DESCRIPTION (comment)		FREQUENCY					
			I	O	F	C	R	N/A
	Sitting Remaining in a seated position to perform tasks			X				
	Standing Remaining standing without moving about to perform tasks					X		
	Walking Floor type: even/uneven/slippery, indoors/outdoors, slopes				X			
	Running Floor type: even/uneven/slippery, indoors/outdoors, slopes							X
	Bend/ Lean Forward from Waist Forward bending from the waist to perform tasks			X				
	Trunk Twisting Turning from the waist while sitting or standing to perform tasks		X					
	Kneeling Remaining in a kneeling posture to perform tasks							X
	Squatting/ Crouching Adopting a squatting or crouching posture to perform tasks		X					
	Crawling Moving by crawling on knees & hands to perform tasks							X
	Leg/ Foot Movement Use of leg and or foot to operate machinery		X					
	Climbing (stairs/ladders) Ascend/ descend stairs, ladders, steps, scaffolding				X			
	Lifting/ Carrying	Light lifting & carrying – 0 – 9kg			X			
		Moderate lifting & carrying – 10 – 15kg		X				
		Heavy lifting & carrying – 16kg and above						X
	Reaching Arms fully extended forward or raised above shoulder		X					
	Pushing/ Pulling/ Restraining Using force to hold/restrain or move objects toward or away from body			X				
	Head/ Neck Postures Holding head in a position other than neutral (facing forward)		X					
	Hand & Arm Movements Repetitive movements of hands & arms		X					
	Grasping/ Fine Manipulation Gripping, holding, clasping with fingers or hands			X				
	Work at Heights Using ladders, footstools, scaffolding, or other objects to perform work							X
	Driving Operating any motor powered vehicle							X
CRITICAL *	SENSORY DEMANDS - DESCRIPTION (comment)		FREQUENCY					
			I	O	F	C	R	N/A
	Sight Use of sight is an integral part of work performance e.g. viewing of X-rays, computer screen				X			
	Hearing Use of hearing is an integral part of work performance e.g. telephone enquiries				X			
	Smell Use of smell is an integral part of work performance e.g. working with chemicals		X					
	Taste Use of taste is an integral part of work performance e.g. food preparation							X
	Touch Use of touch is an integral part of work performance				X			

CRITICAL *	PSYCHOSOCIAL DEMANDS – DESCRIPTION (comment) Assisting ↓	FREQUENCY					
		I	O	F	C	R	N/A
	Distressed people e.g. emergency or grief situations		X				
	Aggressive & uncooperative people e.g. drug/alcohol, dementia, mental illness		X				
	Unpredictable people e.g. dementia, mental illness and head injuries		X				
	Restraining Involvement in physical containment of patients/clients	X					
	Exposure to distressing situations e.g. child abuse, viewing dead/mutilated bodies						X

CRITICAL *	ENVIRONMENTAL HAZARDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Dust Exposure to atmospheric dust						X
	Gases Working with explosive or flammable gases requiring precautionary measures	X					
	Fumes Exposure to noxious or toxic fumes						X
	Liquids Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	X					
	Hazardous substances e.g. dry chemicals, glues						X
	Noise Environmental/background noise necessitates people to raise their voice to be heard						X
	Inadequate lighting Risk of trips, falls or eyestrain						X
	Sunlight Risk of sunburn exists from spending more than 10 minutes per work day in sunlight						X
	Extreme temperatures Environmental temperatures are < 15°C or > 35°C						X
	Confined spaces Areas where only one egress (escape route) exists						X
	Slippery or uneven surfaces Greasy or wet floor surfaces, ramps, uneven ground	X					
	Inadequate housekeeping Obstructions to walkways and work areas cause trips & falls	X					
	Working at heights Ladders/stepladders/ scaffolding are required to perform tasks						X
	Biological hazards e.g. exposure to body fluids, bacteria, infectious diseases			X			

Additional Position Requirements/Demands Summary: From the checklist, outline the main requirements or demands of the job. This information will then be transferred to the Position Description. Anything that is frequent and above or identified as critical to the job should be included in the position description.

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Signature of Manager: …… **Date**: ……./……./20…….

☐ I am able to fulfil the above requirements without modification.

☐ I am unable to fulfil the above job requirements and need the following modifications:

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Signature of Employee: ……..…... **Date:** …..…/……/20…....