



THE  
HOBART  
CLINIC

*Excellence in Mental Health*

Position Title	Registered Nurse Level 1
Classification	Enterprise Agreement
Reporting to	Director of Nursing
Key Stakeholders	
Internal	All staff, managers, doctors, consumers and their families, GPs, consultants.
External	State and Federal government, private health insurers, industry bodies, primary health care sector, RANZCP, RACGP, University of Tasmania and consultants.

### Our Core Values

At the heart of The Hobart Clinic are our four core values, which guide everything we do and direct us towards our mission to provide mental health services for consumers, families and the community, in recognition that mental health is something that affects us all.

## Our Values

- Inspired** We're passionate about inspiring the best in everyone we connect with.
- Teamwork** We build open, honest and purposeful relationships.
- Growth Mindset** We collaborate with the intent to learn, develop and enable the learning journey for all.
- Brave** We commit to finding solutions for our clients and colleagues regardless of the difficulty.

Building on these values is our brand promise of a commitment to promoting hope, wellbeing and autonomy in recovery.

Our values, mission and brand promise form the basis of our success as a leader in the provision of mental health service and will be our foundation as we continue to grow into the future.

## **Key Function**

In accordance with hospital policies and legal requirements the Registered Nurse Level 1 utilises a problem solving approach in the delivery of nursing care for patients with common, recurrent problems. Provide direct care and perform established nursing procedures for individuals or groups of patients. Collaborate with other members of the health care team to ensure the delivery of quality nursing care.

## **Skills, Knowledge and Experience**

### **Qualifications / Registration**

- Current Registration with AHPRA
- A Bachelor of Nursing (or equivalent)
- Post-graduate qualifications in mental health preferred

### **Communication**

- As the vital link between our Medical Practitioners, our patients, their families and support staff within the Clinic, an impeccable ability to communicate clearly, simply and succinctly is critical for the health outcomes of our patients.

### **Time Management**

- Ability to prioritise in an environment which is ever changing with different cohorts of patients.

### **Critical Thinking**

- Ability to problem solve, create solutions and effective plans to manage a myriad of challenges at the same time.

### **Attention to Detail**

- An acute ability to accurately interpret instruction, actively listen, observe verbal and non-verbal cues and understand what the patient needs.

### **Professionalism**

- Knowledge and practical understanding of responsibilities in relation to the Nursing and Midwifery Board of Australia Code of Professional Conduct for Nurses in Australia and A nurse's guide to professional boundaries.

### **Cultural Awareness**

- Ability to understand, respect and accommodate patient preferences and needs with relation to their individual beliefs.

<b>Position Objectives and Responsibilities</b>	
<b>Patient Care</b>	<ul style="list-style-type: none"> <li>• Obtains a comprehensive database from patient and/or family to identify common problems.</li> <li>• Plans patient care with other members of the health care team.</li> <li>• Develops and continuously updates and implements care plan that involves the patient and/or family, identifies expected outcomes for planned nursing interventions and promotes health sustaining behaviour.</li> <li>• Performs comprehensive nursing procedures of a technical nature at a competent level. These include administration of medication, oxygen therapy, ECT, CPR, individual and group counselling, the co-ordination of patient management and discharge planning.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Identifies and addresses informational needs and assesses learning readiness of patient and/or family.</li> <li>• Utilises multidisciplinary health care team members to ensure the best care for the patient and family.</li> <li>• Acts as a positive role model.</li> <li>• Contributes to the learning experiences of nursing students and colleagues.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Demonstrating a high level of communication and interpersonal capability, elicits critical information from patient and/or family to plan, implement and evaluate nursing care.</li> <li>• Maintains accurate record keeping and documentation in accordance with hospital and legal requirements.</li> <li>• Liaises with other health professionals and functional departments.</li> </ul>
<b>Organisation / Administration</b>	<ul style="list-style-type: none"> <li>• Establishes priorities for patient care delivery.</li> <li>• Contributes to the revision of nursing department policies and procedures.</li> <li>• Participates in the formulation, implementation and evaluation of hospital objectives.</li> </ul>
<b>Resources &amp; Materials</b>	<ul style="list-style-type: none"> <li>• Uses the material resources of the hospital in a cost efficient manner and follows the manufacturer's, supplier's and hospital's guidelines.</li> <li>• Provides assistance to the Nurse Unit Manager in assessing the need for and selection of additional and replacement capital equipment.</li> <li>• Utilises appropriate resources available to meet professional goals.</li> <li>• Ensures adequate and appropriate human resources are available so that standards are maintained and hospital objectives are achieved.</li> </ul>
<b>Staff Development &amp; Education</b>	<ul style="list-style-type: none"> <li>• Participates in ongoing education by attending the in-service education programs of the Clinic and relevant external seminars/workshops.</li> <li>• Expands nursing knowledge by keeping abreast of new technology, new concepts in treatment and advances in medical and nursing knowledge, in addition to participating in relevant professional associations.</li> <li>• Provides an environment conducive to further learning for peers and students.</li> </ul>
<b>Quality Control &amp; OHS Systems</b>	<ul style="list-style-type: none"> <li>• Understands the requirements of the National Safety and Quality Health Care Service Standards of the Australian Commission on Safety and Quality in Health Care.</li> <li>• Participates as appropriate in continuous improvement and quality management activities and programs in nursing Services and the Clinic.</li> </ul>

	<ul style="list-style-type: none"> <li>• Understand the requirements of the emergency protocols of THC and participate as required.</li> <li>• Participates in the completion of relevant audits as required and is active in the implementation of quality improvements relating to both the Clinic and nursing services objectives.</li> <li>• Maintaining a safe work environment in accordance with occupational health and safety policies and procedures.</li> </ul>
Duties specific to The Hobart Clinic	<ul style="list-style-type: none"> <li>• Driving Clinic vehicle to support patient outings and errands.</li> </ul>

### Behaviours and Attitudes

- Whilst executing the key tasks and responsibilities, demonstrate the following attitudes and behaviours:
  - Understanding of the philosophy of **harm minimisation**.
  - **Teamwork and Collaboration** – Work effectively with the team members and work groups to accomplish organisational and team goals; respect the needs and contribution of others.
  - **Innovation** – Generate creative solutions, be proactive and a self-starter, seize opportunities and act upon them to achieve better outcomes for our agency, clients and stakeholders.
  - **Creativity and Flexibility** – Be adaptable, receptive to new ideas, respond and adjust easily to changing work demands and circumstances.
  - **Life-long Learning** – Recognise that ongoing professional development and skill enhancement is necessary in order to contribute to the growth of knowledge within the Clinic. Be open and responsive to feedback, including learning from mistakes. Identify own personal development needs and implements an effective personal development plan.
  - **Leadership** – Be solution focused and proactive. Work collaboratively with others and recognise, acknowledge and nurture their abilities. Demonstrates high personal integrity.
  - **Communication** – Effectively express ideas in individual and group situations, adjusting language and terminology to the needs of the audience. Effectively communicate priorities to build alignment and motivation throughout the organisation.
  - **Health and Safety** – Carry out tasks with an awareness of Health and Safety concerning self, others and their environment.

Other duties as required that fall within the scope and skill set of the incumbent.

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REGISTERED NURSE LEVEL 1

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Date

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DIRECTOR OF NURSING

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Date