



POSITION DESCRIPTION

Name:	
Commencement / Last Date Reviewed:	September 2017
Reviewed By:	Operational Director: Medical, Speciality and Sub-Acute Services

ORGANISATIONAL STRUCTURE

Position Title	Role / Team	Area	Direct Reports
Registered Nurse- Grade 2	Critical Care Unit	Nursing	NIL
Location	Employment Type	Reports To	Professional Accountability
Wangaratta	FT/PT/CAS	Nurse Unit Manager	NHW

OUR VISION

To Be Recognised Leaders In Rural Health Care

OUR VALUES

CARING

EXCELLENCE

RESPECT

INTEGRITY

FAIRNESS

POSITION PURPOSE

The Critical Care Nurse role is seen as that of a practitioner within the clinical domain of

- Emergency Department
- Intensive Care
- Dialysis

The standards under which the critical care nurse practices are seen as building on those of a Registered Nurse.

The Critical Care Nurse performs nursing functions in keeping with the outcomes derived from collaboration between the National Nursing Organisations, the Code of Ethics for Nurses in Australia and the Code of professional conduct for Nurses in Australia.



RESPONSIBILITIES AND MEASURES OF SUCCESS IN THE ROLE

The following table breaks down the key performance areas of responsibility for the incumbent. Measurements for performance areas will be agreed to with the Reporting Manager

PERFORMANCE AREA	RESPONSIBILITY
Core Role	<ul style="list-style-type: none"> - Identifies and understands the legal implications of legislation in relation to nursing practice eg. Trespass; confidentiality; custody; drug administration; human tissue/organ donation; cerebral death studies. - Conforms to legislative requirements in the practice setting eg. Ensures informed consent obtained from patient/family/guardian - Consistently promotes an accurate awareness of the legal implications of actions taken within the health care team - Ensures that nursing staff are aware of their responsibilities and accountability in relation to the supervision of students and less experienced staff - Acts as a role model within the health care team - Assists less experienced staff to work within a legal and ethical framework eg. Titration of therapeutic agents through supervision and reinforcing of the need to adhere to administration protocols - Consistently and dependently fulfils the duty of care in the course of nursing practice - Accepts responsibility for own actions consistently and appropriately - Accepts responsibility for the consequences of own acts and omissions - Seeks further information or a second opinion when appropriate - Maintains a consistent standard of care when confronted by differing values, belief and biases - Maintains confidentiality of patient information. - Demonstrates an accurate and comprehensive knowledge of contemporary ethical issues impinging on nursing. - Collaborates with and supports other members of the health care team regarding ethical practice - Provides appropriate information to colleagues, to aid effective and ethical decision-making - Assists less experienced colleagues to critically analyse events and relationships in the clinical setting from an ethical perspective - Encourages the input of relatives and significant others and takes into account their beliefs and value systems in resolving ethical dilemmas - Accurately identifies instances of unprofessional conduct and responds appropriately - Acts as a role model for nursing colleagues, students and less experienced staff - Participates in unit education and orientation of new staff - Participates in policy and decision-making - Maintains a positive attitude - Maintains an approachable and open-minded attitude towards suggestions and critique - Acts in a respectful manner when addressing patients, families and staff
Improving Performance	<ul style="list-style-type: none"> - Performs nursing interventions appropriately and safely, cognizant of and anticipating consequences - Documents patient's care/clinical condition accurately and objectively - Participates in hospital/unit committees which develop policies and protocols. - Promotes the development of policies which reflect the advanced practice role of the critical care nurse - Identifies when intervention is necessary to prevent patient care from being compromised. - Demonstrates a knowledge of the rights of unconscious patients or patients unable to advocate for themselves - Consistently makes complex and informed independent decisions - Makes and implements clinical decisions about patient care within the scope of competence and practice. - Functions independently using advanced knowledge and skills and consults with other staff as necessary - Identifies situations outside the scope of nursing practice and initiates referral to other health care professionals when their expertise is required. - Maintains currency of knowledge of relevant contemporary research findings eg under-takes a literature search on a specified areas of practice. - Recognises abnormal physiological parameters and implements appropriate actions. - Consistently monitors the surrounding biomedical equipment to maintain a safe environment. - Ensures written communication is clear, comprehensible and legally valid. - Identifies levels of care required according to patient acuity - Demonstrates effective and accurate knowledge of biomedical equipment - Manages equipment in a way that optimises a safe patient outcome eg. Utilises alarm settings - Uses biomedical equipment in conjunction with clinical assessment - Troubleshoots problems with equipment rapidly and effectively recognises the limitations of biomedical equipment - Demonstrates an awareness of the actions of various medications and interventions and their physiological impact - Acts on assessment findings to initiate and manage therapeutic interventions and regimes - Identifies patient response to therapeutic interventions and acts appropriately - Frequently performs physical assessment to detect deviations from baseline - Utilises laboratory data to confirm clinical judgement - Effectively anticipates and manages emergency situations and prepares appropriate resources. - Adapts to changing situations and effectively prioritises care - Identifies deviations from appropriate standards of care and intervenes using effective communication



	strategies to ensure safe patient outcomes
Quality	<ul style="list-style-type: none"> - Effectively utilises incident reporting - Clarifies the orders of other members of the health care team when patient safety is at risk - Critically evaluates policies and procedures which influence nursing practice - Provides sound, logical rationale for all independent decisions and therapeutic interventions. - Disseminates information from conferences to the clinical area - Views self education as a part of professional practice. - Continually seeks to improve professional practice through research activities - Incorporates research findings into nursing practice - Suggests changes to policy/procedures/protocols based on awareness of recent research findings. - Contributes to quality assurance activities to facilitate risk reduction - Demonstrates a comprehensive knowledge of the effects and implications of therapeutic interventions and regimes. - Ensures all emergency equipment is regularly checked, available and in working order - Utilises sound rationales to justify planned interventions
Client Focus	<ul style="list-style-type: none"> - Clarifies with less experienced staff their responsibilities for aspects of care - Recognises the rights of the patient/significant others to full and comprehensive information. - Liaises and coordinates care with other members of the health care team to ensure individual/group rights are not infringed - Respects the individual rights of the patient whose beliefs lead to the refusal of treatment. - Collaborates with other members of the health care team in the discussion of management strategies. - Clarifies the actions of other members of the health care team if they appear inappropriate - Consults with nursing colleagues and other members of the health care team when care requires expertise beyond own abilities and scope of practice - Collaborates with other nursing colleagues and members of the health care team when own interventions have not resulted in desired outcome - Consults with nursing colleagues with specialised expertise. - Alters the health care environment to promote optimal health - Demonstrates an awareness of and sensitivity towards the comfort needs of individuals and effectively meets these needs - Maintains privacy of individuals/groups throughout all aspects of care - Facilitates the comfort of family/significant others - Acts in a way which personalises or attempts to normalise the patient care environment - Recognises the impersonal nature of the critical care environment and intervenes to normalise. - Encourages significant others to participate in simple care as appropriate. - Facilitates an individual's understanding of his or her condition/problem - Utilises therapeutic interventions to comfort others eg assists the dying patient to have a dignified death - Identifies threatening situations which may compromise the dignity and integrity of others and takes appropriate action on behalf of individuals or groups to achieve safe and effective outcomes. - Respects patient's right to refuse treatment. - Communicates effectively with other members of the health care team - Anticipates and prepares for the potential sequelae of the patient's condition and interventions. - Identifies appropriate physiological parameters to be monitored, based on knowledge of patient's condition. - Gathers and integrates assessment data from a variety of sources - Utilises a wide variety of strategies to gather relevant assessment data - Responds effectively to alterations in patient's physiological status which are life-threatening in nature - Formulates and implements a plan of care incorporating specialised knowledge, to achieve predicted outcomes - Ensures that the plan of care is effectively communicated, using both written and verbal communication - Recognises and respects the roles of members of the health care team in the delivery of health care - Communicates effectively with other members of the health care team - Establishes and maintains collaborative and constructive relationships with colleagues in the health care team - Respects the level of expertise of other nurses in the team - Identifies and responds rapidly to situations where nursing colleagues require assistance - Acts as a patient advocate, to ensure that members of the health care team are aware of issues relevant to the patient - Collaborates with other members of the health care team in decision-making - Utilises effective communication skills in instances of conflict - Implements strategies to overcome conflict among members of the health care team - Initiates strategies to support colleagues and other members of the health care team - Acts as a role model for nursing colleagues, students and less experienced staff - Disseminates information to other members of the health care team
Resource Management	<ul style="list-style-type: none"> - Allocates staff according to level of competence and expertise - Reflects on outcomes of practices and suggests changes to unit policies and procedures. - Initiates problem-solving strategies with senior administration staff to resolve unsafe staffing levels - Assesses own abilities independently, comprehensively and accurately and practises within these limits and scope of practice - Regularly reflects on own standard of practice and sets appropriate performance objectives.



	<ul style="list-style-type: none"> - Utilises reflective practice strategies to facilitate own learning. - Effectively manages and coordinates the care of a variety of individuals and groups - Delegates to other nurses activities commensurate with their abilities and scope of practice, to ensure a safe outcome. - Assigns patients according to the nurse's capabilities and the learning needs of the nurse - Identifies experienced human resources within the area to support less experienced colleagues - Plans for actual and potential alterations in patient acuity and liaises with management for appropriate staffing - Manages resources to optimise the delivery of care - Prepares environment and resources appropriately prior to anticipated events pending emergency admission or procedure - Plans for appropriate material and human resources for emergencies - Analyses patient status and compares this with predicted outcomes. - Anticipates discharge and plans care in a way that will progress towards it - Demonstrates the ability to work as a team member/leader - Facilitates an environment conducive to learning
Employee Obligations- OHS	<ul style="list-style-type: none"> - Participate in the development of a safe and healthy workplace. - Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures. - Co-operate with management in its fulfilment of its legislative obligations. - Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation. - To report any injury, hazard or illness immediately, where practical to their supervisor. - Not place others at risk by any act or omission. - Not wilfully or recklessly interfere with safety equipment.
Employee Obligations- Medication Safety	<ul style="list-style-type: none"> - It is an expectation of NHW that all nursing staff actively participate in initiatives to improve medication usage, administration and safety, and will do everything possible to ensure correct, timely and accurate administration of medicines to patients of NHW. This includes verification of all medication orders prior to medication administration and completion of all documentation including signing the NIMC associated with medicine administration and completion of all documentation associated with Schedule 8 and 11 medicines.

WORKING RELATIONSHIPS

INTERNAL

- NHW staff members

EXTERNAL

- Other Health Services in North East Victoria
- Patients and Families

KEY SELECTION CRITERIA

Essential

- Current registration with the AHPRA
- Tertiary qualification in nursing or related discipline
- Substantial post registration experience in nursing
- Advanced oral and written communication and conflict resolution skills
- Demonstrated commitment and ability to work as a member of the health care team at an advanced level
- Demonstrated commitment to ongoing education of self and colleagues
- Demonstrated knowledge and commitment to Quality Improvement
- Demonstrated experience in relevant clinical domain
- Ability to apply evidenced based practice
- Sound clinical knowledge
- Certificates in advanced competencies relevant to the position

Desirable

- An understanding of contemporary nursing theory and practice and issues affecting nursing practice in a rural setting
- Post graduate qualification in Critical Care.

All staff must have and remain current for continued employment the following:

- A current National Police Check (renewed every 3 years)
- A current Working with Children Check (renewed every 5 years)
- Statutory Declaration for applicable workers who have lived overseas



Standards of Behaviour

Above the line Our staff will always:

Below the line Our staff will not:

Caring

Show compassion to all people
 Demonstrate empathy and understanding
 Work as part of the team
 Mentor others
 Provide encouragement to others
 Care for others the way they would like to be cared for themselves

Be disrespectful
 Be self-centered
 Have inappropriate conversations with others
 Display rudeness

Excellence

Commit to the NHW Hardwiring Excellence expectations
 Have the courage to question what we do
 Persevere to do the best job they can
 Strive continuously to improve
 Be professional and enthusiastic
 Maintain customer focus

Give up
 Demonstrate a 'can't-do' attitude
 Accept mediocrity
 Be unreliable
 Pass the buck
 Ignore feedback given by patients or colleagues

Respect

Maintain confidentiality and privacy
 Listen to others and accept differences
 Be punctual
 Respond courteously
 Greet all people by saying hello, smiling and introducing themselves
 Be culturally informed and sensitive
 Respect diverse opinions

Be sarcastic
 Bully, harass or display aggression
 Be judgmental
 Withhold information
 Contribute to rumours
 Leave an untidy workplace

Integrity

Be open and honest
 Lead by example
 Be responsible and accountable for their own actions
 Stand up and take action
 Escalate issues or behaviors of concern

Be arrogant
 Be dishonest
 Be hypocritical
 Avoid responsibility
 Allow unacceptable behavior

Fairness

Demonstrate consistency
 Treat people equally
 Be considerate and understanding
 Be collaborative and collegial

Discriminate against others
 Demonstrate favoritism and exclusion
 Refuse to assist others with their workload

Acknowledged By Employee

Name/Signature: _____

Date: _____