

1. General Information

Position Title:	Undergraduate Student Registered Nurse
Division/Department:	
Position Reports to:	Nurse Manager
Enterprise/Individual Agreement:	Nurses Enterprise Agreement
Classification/Grade:	Student Registered Nurse
Location:	
Employment Status:	Casual
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:	Nil
Key Relationships - internal and external	<ul style="list-style-type: none"> • NUM, patients, inclusive of family member(s) and visitors • Nursing Staff • Non-clinical staff • Clinical Education department • Medical staff and VMOs • Multi-disciplinary team colleagues

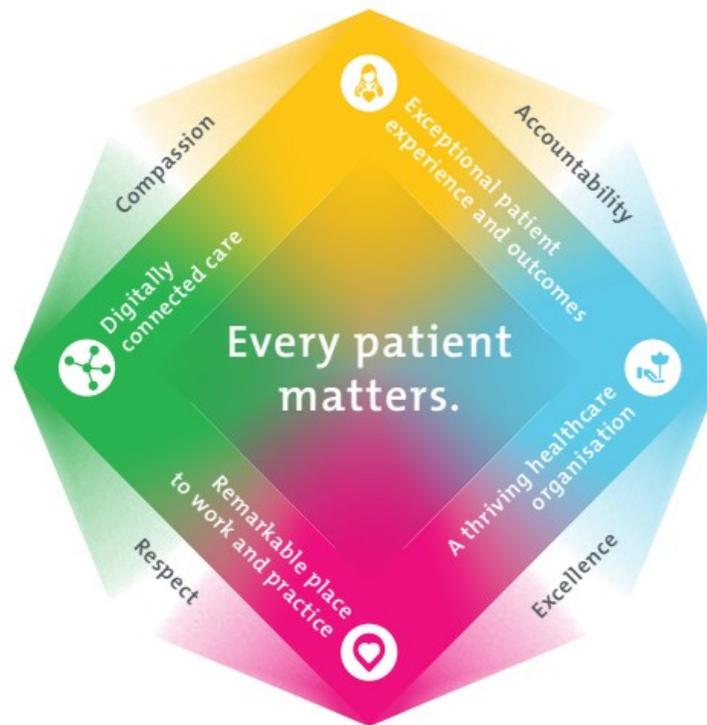
2. Overview of Epworth HealthCare

Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Respect, Excellence, Compassion and Accountability. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters. We strive to improve health outcomes and experience through compassion, accountability, respect, excellence. Our Vision is delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

Exceptional patient experience and outcomes – To empower our patients and deliver compassionate, expert and coordinated care.

A thriving healthcare organisation – To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

A remarkable place to work and practice– To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

Digitally connected care – to innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

The Employed student nurse works as an assistant to the health care team, assisting the registered nurses to provide delegated aspects of patient care. Elements of direct and indirect patient care will be delegated in accordance with the professional judgement of the supervising registered nurse and in accordance with the level of achieved educational preparation and assessed competence of the individual.

The Employed student nurse will be allocated to a specific ward/unit and will work in accordance with the specific ward/unit duties.

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
<i>Clinical Safety and Effectiveness</i>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
<i>Risk Management</i>	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
<p>Clinical Care</p> <ul style="list-style-type: none"> • Undertakes clinical and non-clinical duties as defined by Epworth under the direction of a registered nurse. • Practice in accordance with Nursing and Midwifery Board of Australia (NMBA) National Competency Standards for Undergraduate Students of Nursing. • Appropriately and promptly escalate any issues of concern • Practice safely within the profession and own scope of practice boundaries • Practice in accordance with the National Safety and Quality Health Service (NSQHS) Standards • Practice in accordance with legislative and common law requirements • Actively participate in a team nursing model of care • Participates in bedside handover as directed by the registered nurse • Timely reporting of outcomes of nursing interventions to the Registered Nurse • Demonstrate empathy and compassion to patients and their family, visitors, colleagues and doctors • Maintain patient confidentiality as prescribed by the relevant Acts and organisational policies and protocols • Practices in accordance with Infection Control Standards • Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification <p>Team Work</p> <ul style="list-style-type: none"> • Works cooperatively and collaboratively with all members of the multidisciplinary team • Provides positive and constructive feedback to others team members • Actively participates as a member of the team • Follows instructions from and reports to the Registered Nurse responsible for allocating tasks and duties 	<ul style="list-style-type: none"> • Adheres to scope of practice for Epworth specific documented tasks and duties • Demonstrates understanding of the escalation and response processes for emergencies and other clinical concerns • Clear communication to reporting nurse • Completes mandatory training: <ul style="list-style-type: none"> - Hand Hygiene - Emergency Preparedness - Basic Life Support - Personal Protective Equipment

<p>Personal and Professional Development</p> <ul style="list-style-type: none"> • Participates in prescribed performance development system annually • Evaluates personal performance and plans self-development 	
<p>Customer Service</p> <p>Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers.</p> <p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"> • Provide excellent, helpful service to patients, visitors and staff • Communicate with clear and unambiguous language in all interactions, tailored to the audience • Build customer relationships and greet customers and patients promptly and courteously • Actively seek to understand patients' and their family's (customers) expectations and issues 	<ul style="list-style-type: none"> • Patient and customer service satisfaction surveys within agreed targets • Use AIDET principles in all interactions • Issues are escalated to the manager and resolved in a timely manner
<p>Safety and Wellbeing</p> <p>Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace</p> <ul style="list-style-type: none"> • Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan 	<ul style="list-style-type: none"> • Adhere to infection control/personal hygiene precautions • Implement and adhere to Epworth OHS policies, protocols and safe work procedures • Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

Qualifications	<p>Essential</p> <ul style="list-style-type: none"> Undergraduate Bachelor of Nursing Student - Ahpra student registration - minimum 18 months
Previous Experience	<p>Essential</p> <ul style="list-style-type: none"> A minimum of eighteen (18) months experience as an undergraduate student nurse <p>Desirable</p> <ul style="list-style-type: none"> Previous experience within the Health Services industry Have undertaken at least one acute clinical placement previously
Required Knowledge & Skills	<p>Essential</p> <ul style="list-style-type: none"> Understanding of basic patient care requirements and emergency procedures Understanding of infection control processes within a healthcare environment Effective communication and interpersonal skills Ability to organise and prioritise tasks Ability to work unsupervised within scope and take direction as required <p>Desirable</p> <ul style="list-style-type: none"> Knowledge of OHS requirements in hospital cleaning and waste management
<p>Personal Attributes & Values</p> <p>All employees are expected to consistently work in accordance with Epworth's values and behaviours</p> <ul style="list-style-type: none"> Respect 	<p>Essential</p> <ul style="list-style-type: none"> Belief in patient centred care Committed to providing a safe environment for patients and colleagues Professional work ethic Practices within the ethos of the Epworth HealthCare Values and Behaviours Willingness and ability to work within a team environment

Position Description



<ul style="list-style-type: none">• Excellence• Compassion• Community• Integrity• Accountability	<ul style="list-style-type: none">• Maintain patient confidentiality <p>Desirable</p> <ul style="list-style-type: none">• Self-motivated and self-directed
--	---

Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
July 2020 V1		Tess Vawser Director of Clinical Education and Simulation

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____ Date: _____