



Ord Valley Aboriginal Health Service

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Aboriginal Corporation ICN 275

Job Description Form

Registered Nurse – Generalist

Vision Statement

Aboriginal people in Kununurra and the North-East Kimberley are supported to live **prosperous lives that are strong, healthy, and culturally safe.**

The Purpose that defines us

We bring **clinical, cultural, and community expertise** to deliver accessible and **holistic health and wellbeing care** for people in the North-East Kimberley.

Aboriginal Community-led

We are connected and accountable to the communities we serve. We are governed by Aboriginal community leaders. We deliver services in culturally safe ways, bringing the best of medical and cultural expertise to achieve positive health outcomes. Working with and responding to Aboriginal communities is central to what we do.

Organisational Values

The Ord Valley Aboriginal Health Service has been providing critical health and support services to local Aboriginal people since 1984. Our ambition is to deliver socially, culturally, and financially accessible health care that supports communities in the North-East Kimberley to be strong, healthy and safe. The organisation operates on the foundational pillars of Aboriginal leadership, self-determination and cultural diversity that underpin and shape the way the organisation conducts its business.



Community

We bring our connection with community to everything we do



HEALTHY TOGETHER

Respect

We show respect for all people, cultures and backgrounds



MY MOB

Passion

We are deeply motivated to achieve outcomes



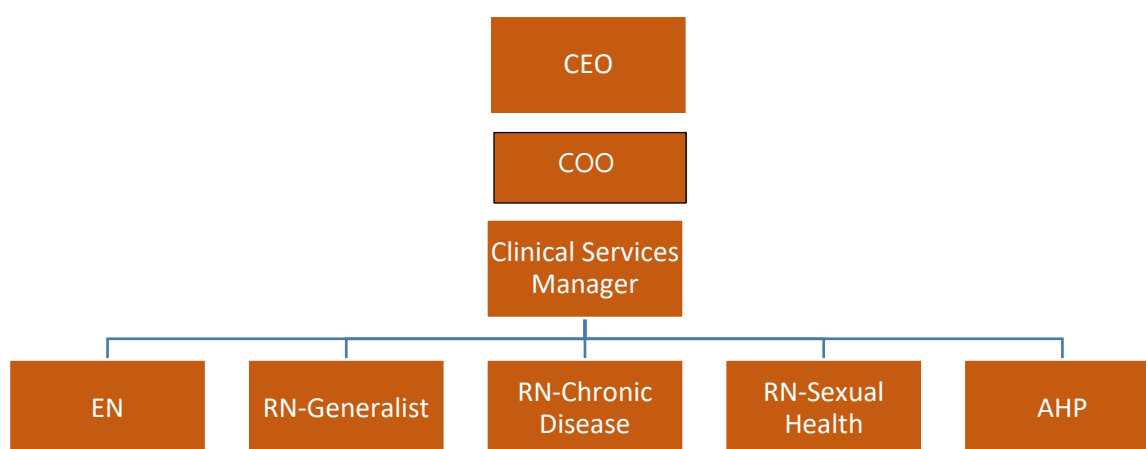
HEALTH & WELLBEING

Equality

We strive for equality, fairness and empathy for all people

Position Title	Registered Nurse – Generalist
Work Group	Clinic
Work Unit	Clinic
Reports To	Clinical Services Manager
Direct Reports	N/A
Award / Agreement	<i>Nurses Award 2020</i>
Award Classification	Level: 1
Approved by CEO	21.08.2026

Team Structure



Position Purpose

- Provide primary health care services to clients in the clinic and when on community and outreach visits.
- Ensure the focus of care is on the needs of Aboriginal clients within the context of their cultural identity and social circumstances.
- Work within the OVAHS team providing a quality and client focused environment.

OVAHS is committed to improving employment opportunities and outcomes for Aboriginal and Torres Strait Islander people. As a measure to achieve equality and support, Section 51 of the Equal Opportunity Act 1984 (WA) will apply to this position. Aboriginal people are encouraged to apply.

Strategic Alignment

The organisation's Strategic Plan 2023- 2026 has four (4) overarching strategic goals, with each goal having specific outcomes.

The role of Registered Nurse - Generalist is aligned with all four Strategic Goals.



**POSITIVE
CHANGE**



**HEALTH &
WELLBEING**



**SUPPORT
COMMUNITY**



**HEALTHY
TOGETHER**

Primary health Care

Primary health care is the first means of accessing the health care system for many people and is critical to individual, family and community health outcomes.

Social and Emotional Wellbeing

Social and emotional wellbeing relates to the mental health for individuals and communities and is a key component for the overall health of Aboriginal people.

Specialised Health

Our communities deserve targeted support to prevent and address complex health needs, including chronic disease and disability.

Population Health

Reducing future health challenges and to Close the Gap requires long-term system change and community - wide solutions.

Key Stakeholder Relationships

External

- Aboriginal Community Controlled Health Services across the Kimberley region and Western Australia, other not-for-profit services, and businesses as relevant to the role
- Liaises with a variety of government agencies, stakeholder representative groups and community groups.

Internal

- Maintains close working relationships with other officers, team members and employees of Ord Valley Aboriginal Health Services.
- Works in collaboration with the Senior Management Team and in consultation with the Board of Directors.

Responsibilities of this Position

Registered Nurse – Generalist

- Be accountable for the safe, efficient, and effective use of resources, including assisting with forward planning for OVAHS.
- Perform clinical duties, as part of the clinic team, in all areas of the health service, including general nursing care, emergency care and stabilisation, child health, chronic disease, antenatal, sexual health, and screening programs.
- Follow best practice in clinical management of clients including recall, treatment, education, counselling and liaising with specialists and GP's.
- Ensure coordinated patient care by: maintaining assessment and pathology schedules, referring to and working with allied health services, supporting patient self-direction in health care plans and preparing for visiting specialists clinics.
- Promote OVAHS PHC services: Chronic Disease, Sexual Health, Maternal and Child Health, Women's Health and the Social Support Unit services to clients and initiate referrals.
- Work with external agencies to deliver best practice client care including Community Health, Mental Health, Department of Child Protection, Environmental Health, Home and Community Care, Home Care Nurse and Hospital Services
- Maintain a clean and hygienic environment and participate in auditing, restocking, calibrating, and quality assurance and control activities.

Quality Management System

- Actively participate in the organisation's QMS (LOGIQC).
- Identify and participate in continuous quality improvement activities and apply quality improvement principles to all duties performed.
- Demonstrate leadership and commitment to promote continuous quality improvement initiatives, give assurance that the quality objectives are measured and ensure the QMS achieves intended results by engaging and supporting employees to contribute to the effectiveness of the QMS.

General

- Demonstrate a strong commitment to uphold and contribute to the organisation's mission, objectives, and values.
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- Support and promote teamwork through open communication, collaboration and contribute to a positive workplace culture.
- Attend and participate in professional development activities including workshops and training as required.
- Attend and participate in Employee Development Days.
- Participate and comply with all Work Health and Safety responsibilities as per the *Work Health and Safety Act 2020* (WA).
- Identify and assist to reduce Work Health and Safety hazards and risks.
- Follow the reasonable direction of Work Health and Safety representatives.

Position Performance Indicators

The below Key Performance Indicators (KPI's) are used to assess, measure, evaluate, manage, and reward performance within each key result area of this position.

The below KPI's are to be assessed in line with the organisation's performance development framework.

Key Result Area	Key Performance Indicators
Compliance & Reporting	• Effective completion of all Work Unit contractual obligations including program delivery, funding reports, evaluations, and compliance requirements.
Quality Management System (QMS)	• Ensure all tasks assigned to this position are completed within a six (6) week period. • Actively lead continuous quality improvement initiatives across the organisation and promote an environment of effective CQI practices.

Competency Profile for this Position

Competencies are the specific knowledge, skills and attributes needed to successfully undertake the role. The profile is used for recruitment, performance review, planning, and training and development activities.

Qualifications, Skills, Experience and Knowledge

Essential

- Current registration with the Australian Health Practitioners Regulatory Authority – (AHPRA) as a Registered Nurse with at least 1-year post-graduate nursing experience.
- Practice within clinical standards and quality of care, which is effective, efficient and in accordance with best practice and agreed standards and policies.
- Demonstrate a level of knowledge congruent with the clinical management and support of clients with various

conditions and illnesses.

- Knowledge and understanding of the issues about the health of Aboriginal people in rural and remote areas.
- Demonstrated knowledge, competence and attitude required to provide PHC nursing within a patient centred and culturally appropriate approach to care.
- Ability to work collaboratively and effectively as a part of an internal and wider external team in the provision of care.
- Skill set applicable to providing health promotion and education about many aspects of the disease process and healthy lifestyles to community members.
- Proficient in obtaining optimum use of Medicare Benefits Schedule as part of the process of patient care.
- Written and computing skills of a level congruent with developing and evaluating detailed care plans and for preparing reports for management.
- Have the ability to function as a team member and also with the capacity to work without supervision.
- Are able to work for short periods under extreme weather conditions when on outreach and community visits.

Desirable

- Previous experience working in a primary health care setting.
- Postgraduate/certificate level in a relevant PHC area.
- Experience working in an Aboriginal community or an Aboriginal Community Controlled Health Organisation.

Practical Requirements

- A current Australian driver's license and willingness to drive is essential.
- A current National Police Check (within previous 3 months).
- A current Working with Children Check
- A current AHPRA Registration.

EMPLOYMENT SCREENING

Employees are required to demonstrate that they have undergone appropriate employment screening in accordance with OVAHS Policies. The following checks will be required for this role:

- ☒ National Police Check (current within the previous 3 months, or willingness to obtain
- ☒ Valid Working with Children Check
- ☒ Current AHPRA Verification Check
- ☒ Current and Valid Driver's License
- ☐ National Disability Insurance Service Check
- ☐ Other

Acknowledgment and Acceptance by Appointed Employee

I certify that I have read and understand the responsibilities assigned to this position.

Employee Name:	
Signature:	
Date:	

