

Position Description – Registered Nurse

Position	Registered Nurse
Classification	YP3- Grade 2 Yr 2 or as determined dependent upon experience
Award	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Reports to	Nurse Unit Manager or After-Hours Supervisor
Direct reports	NA
Key relationships	Team members, consumers, inter-disciplinary team members.
Hours of Work	Rotating 7-day, 24 hour roster

About Rural Northwest Health:

Rural Northwest Health employs 290 team members across the campuses of Warracknabeal, Beulah and Hopetoun. The organisation has a total of 90 residential aged care (RAC) beds, including 15 in the award-winning memory support unit, 16 acute beds and all three centres have a broad range of community health services keeping our community well at home. The population of the communities served by Rural Northwest Health is about 5000 people within the Yarriambiack Shire.

Rural Northwest Health is committed to achieving optimal health and wellbeing outcomes for all residing in the Wimmera Mallee community. We believe that our consumers are entitled to quality health care that respects their dignity, beliefs and rights regardless of their cultural, spiritual or socio-economic background.

We have two significant strategic areas which are:

- Build business capability
- Respond bravely and innovatively to opportunities that improve local health outcomes

Position summary:

The Registered Nurse works within their scope of practice and competence, and acts as a clinical leader, to ensure the provision of person-centered care to our consumers in the acute, community and/or aged care setting across the organisation.

Key responsibilities

- Undertakes, interprets and monitors the assessment of consumer's physical, cognitive & psychosocial health and wellbeing needs.
- Plans, implements and evaluates care, interventions and treatments in line with evidence-based practice to meet fundamental and complex care needs.
- Undertakes reassessment of consumer when changing condition/needs/deterioration are identified.
- Accepts reports from others, acts appropriately and reports outcomes to ANUM/NUM.
- Works within scope of practice relevant to level of training and seeks guidance from ANUM/NUM when required.
- Plans, allocates, delegates and guides the work of others within their team.
- Establishes and maintains therapeutic & professional communication.

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- To work in charge of the clinical team/shift in the absence of an Associate Nurse Unit Manager, as required.
- Understands, contributes and guides others to achieve the Aged Care Quality Standards and/or National Standards.
- Incorporates current evidence into care and to develop and plan improvements in care and services.
- Identifies and implements opportunities to enhance care and services.
- Manages own continuing professional development portfolio.
- Develops learners and other team members by providing guidance, teaching, supervision and mentoring.
- Adheres to and guides No Lift principles, uses appropriate equipment in the correct manner and follows the mobility plan when caring for consumers.
- Adheres to and guides safe infection control practices.
- Guides others to maintain health and safety.
- Collects and inputs a range of assessment, care and evaluation information using paper based and electronic systems to meet care, funding and accreditation requirements.
- Uses ISBAR when communicating clinical information.
- Administer and manage medications in a safe, timely manner.
- Refers to multidisciplinary team in a time manner and using appropriate process to ensure quality care.

Fundamental expectations of clinical team members:

Provision of care

- Provides and maintains high quality, safe, clinical care that is right for individual consumers to meet their health and wellbeing needs.
- Assists individual consumers to achieve activities of daily living that promotes dignity, informed choice and a life of their choosing.
- Utilises best practice approaches in care provision.
- Recognises and escalates changes in consumer health status/needs to the appropriate person in a timely manner.
- Recognises and provides care within scope of practice and scope of competence and seeks assistance to support this.

Leadership, Communication and Stewardship:

- Influences other team members to bring their best by providing encouragement and being thankful.
- Speaks with others respectfully and in a way they can understand.
- Recognises when a person has communication needs beyond own skills and finds help.
- Acts in a way that values diversity.
- Takes care when using physical resources & environment.

Quality and Improvement:

- Takes pride in a personal presentation.
- Works consistently in line with policies, practice standards and work plans.
- Maintains quality of own work.
- Asks for help and guidance when tasks are outside experience and competence.
- Guides and supports others to achieve team goals.
- Makes changes in own work practice and offers suggestions to improve services and care.
- Understands and takes a lead role to achieve the Aged Care Quality Standards &/or National Standards.

Personal and professional development:

- Keeps up to date with mandatory education requirements for the role.
- Maintains practice within framework established by legislation, national and state policy.
- Recognises areas of strength and areas for development.
- Takes part in personal development plans with manager &/or educator.
- Participate in essential or mandatory training annually.
- Shares knowledge willingly.

Health and Safety:

- Acts in a way that maintains physical and psychological health and safety for self and others.
- Adheres to safe work practices relevant to the role.
- Promptly reports issues that might put self or others at risk, incidents & near misses and responds appropriately to risks and reports from others appropriate to role.
- Is kind to self and others.
- Contributes to a positive team environment by speaking in a courteous and respectful manner at all times.
- Knows what to do in an emergency relevant to role.

Information management:

- Communicates accurate and relevant information to appropriate people and in line with role and organisational policy.
- Is able to access, send & receive email, use Kronos rostering system relevant to role and locate key policies, procedures and resources via the intranet.
- Uses social media responsibly and respectfully at all times.
- Complies with legislative requirements related to documentation and information pertaining to consumers, team members and the operations of all Rural Northwest Health facilities.
- Utilises information technology as appropriate in the performance of the role.

Key selection criteria:

Essential

1. Registered Nurse with over 12 months experience.
2. Demonstrated ability to deliver safe, high quality care relevant to experience.
3. Demonstrated ability to communicate effectively with people from a range of backgrounds.
4. Excellent written communication skills and the ability to utilise a range of software applications relevant to clinical care.
5. Demonstrated commitment to evidenced based practice.
6. Excellent time management skills.
7. Demonstrated ability to assess clinical situations, think critically, make sound decisions and prioritise in a flexible and adaptable way.
8. Capacity to fulfil the responsibilities of working in charge of a shift.
9. Commitment and willingness to participate in continuing training and education.
10. Ability to work as part of an inter-disciplinary team.

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Certificates, licenses and registrations:

- Current registration as a nurse with AHPRA.
- Current employee police check (dated within 12 months of commencement date).
- Current employee Working with Children's check.

Other requirements:

- Must provide evidence of immunisation history and/or serology results.

Employee declaration:

I declare that I understand the position description and the requirements of this position. I declare that I have the capabilities to fulfil the key responsibility areas of this position.

I understand that the information provided in this document is a general outline and does not encompass all aspects of the position.

Employee signature: _____

Employee name: (please print) _____ Date ____ / ____ / ____