

## Position Description | Registered Nurse

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<b>Position Title:</b>	Registered Nurse (Level 1)
<b>Department/ Division:</b>	Care Services
<b>Reports To:</b>	Director of Nursing through to Deputy Director of Nursing
<b>Direct Reports:</b>	N/A
<b>Industrial Instrument:</b>	Southern Cross Care (Tasmania) Inc. Enterprise Agreement
<b>Pay Classification:</b>	Registered Nurse Level 1

### Position Summary

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Promote and maintain the health and wellbeing of care recipients through the assessment, planning, implementation, evaluation, and modification of nursing care in collaboration with the care recipients, their families and other members of the health care team.

### Key Responsibilities

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#### Care Recipient Care

Ensure the highest standard of care is delivered to care recipients by:-

- Undertaking and/or managing nursing duties in compliance within relevant legislation, common-law, occupational health and safety, other relevant guidelines and Southern Cross Care (Tas.) Inc. policies and procedures.
- Developing individual care recipient care plans through a systematic assessment process involving liaison with the resident, their family and other health care team members.
- Providing nursing care according to the documented care or treatment plan, remaining flexible to accommodate changing care recipient needs.
- Liaising with relevant members of the health care team to ensure timely coordination of referral to medical and allied health professionals to deliver an holistic approach to the treatment of complex clinical care.
- The integration of nursing and health care knowledge, skills and attitudes to provide safe and effective nursing care that promotes a safe environment for all care recipients.
- Participation in ongoing professional development and innovation through research in an effort to improve work practices and achieve a standard of excellence in care service delivery.
- Maintaining accurate and efficient documentation in a manner consistent with Southern Cross Care (Tas.) Inc. policies, the Aged Care Standards and Accreditation Agency and the Department of Health and Ageing requirements.
- Ensuring that any significant clinical issues are professionally conveyed in a timely manner to the Clinical Care Coordinator.
- The demonstration of empathy, respect and understanding of the rights and responsibilities towards residents, their families and carers at all times.

## Team leadership

### Foster an environment to facilitate a team approach to care by:-

- The provision of direction and guidance to ENs, ECAs, LLOs and other staff ensuring tasks delegated correspond with their level of competence and that the highest standard of care is delivered.
- Ensuring a team approach to care is practiced so as to ensure a high standard of care and to identify and respond to any significant changes in care recipients' health status.
- Prioritise workload and use care resources effectively and efficiently to promote optimal nursing and health care for all residents.
- Practicing effective negotiation and conflict resolution practices towards both care recipients and staff, addressing all relevant complaints appropriately.
- Collaborate with health care team to inform policy and guideline development.
- Establish and maintain collaborative relationships with members of the health care team.
- Functioning as a role model for other staff members.

## Communications and Relationship

### Maintain good care recipient and family relationships by:-

- Regulating personal behaviour, working within the organisational structure and culture and act appropriately in the execution of all duties.
- Reporting and working to amend areas not complying with aged care and organisational standards with appropriate personnel.
- Identifying and reporting to CCC/Manager situations where conflict of interest may or will arise.
- Communicate effectively with care recipients to facilitate provision of best quality care.
- Assist, support and educate care recipients to make informed health care decisions and to promote independent control over their health.
- Complete health care plans in consultation with care recipients, their representatives and the facility's health care team.

## Regulatory Compliance and Continuous Improvement

### Ensure work practices are continually improved and comply with the Aged Care Standards and Aged Care Act by:-

- Participate in Southern Cross Care (Tas) Inc's Continuous Improvement system to obtain optimal benefit.
- Raise issues identified affecting resident care using Continuous Improvement system.
- Participate in the implementation of programs to ensure Aged Care and Quality Reporting Standards are met and Accreditation is achieved and maintained.
- Ensure continuous improvement practices are in place and acted upon resulting in constant evaluation and improvement in the standard of care.
- Evaluate plan effectiveness and review plans in accordance with evaluation data.




## Professional Conduct and Development

### Aspire to achieve a standard of excellence by:-

- Ensuring continued participation in own self-development, maintenance of knowledge and skills
- relevant to the position and attend appropriate in-service education programs.
- Participation in performance appraisals or performance reviews as required for professional development and to enhance Southern Cross Care (Tas.) Inc. nursing practices.
- Contributing to the professional development of others
- Remaining informed about current nursing research, practices and developments.

- Organising own work and development plans to meet performance appraisal objectives and development needs.

## Southern Cross Care Values

 <p><b>Compassion</b></p>	<ul style="list-style-type: none"> <li>▪ We respond willingly and positively to help meet the needs of those around us.</li> <li>▪ We promote a sense of belonging and community.</li> <li>▪ We demonstrate and foster empathy and sensitivity towards residents, clients, their families, our colleagues, and the whole community.</li> </ul>
 <p><b>Integrity</b></p>	<ul style="list-style-type: none"> <li>▪ We look for the good in all people and recognize the contribution of each individual as we work together.</li> <li>▪ We demonstrate honesty and trustworthiness in all that we do.</li> <li>▪ We are conscientious and ethical in our decision making and take responsibility for our own actions.</li> </ul>
 <p><b>Respect</b></p>	<ul style="list-style-type: none"> <li>▪ We believe in the sanctity of life and that each life is unique and has special individual worth and dignity.</li> <li>▪ We recognise and respect individuality and diversity.</li> <li>▪ We treat all people with courtesy and respect regardless of gender, ethnic background, religious belief, or economic circumstances.</li> <li>▪ We manage our resources wisely to minimize the impact on the environment.</li> </ul>

## Selection Criteria

Essential	Desirable	Special Employment Conditions
<ul style="list-style-type: none"> <li>▪ A Current registration with AHPRA as a Registered Nurse (Division 1)</li> <li>▪ Community Care – current Drivers Licence.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of aged care legislative requirements, aged care accreditation processes and ANMC competencies.</li> <li>▪ Well-developed clinical assessment skills and commitment to best practice approaches to care delivery.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Required to provide a satisfactory National Criminal History Record (Police Check) that is not more than three years old on employment and that complies with the requirements of the <i>Aged Care Act 1997</i> prior to commencement of employment.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Understanding of the aged care funding instrument and associated processes</li> <li>▪ Understanding of the needs and issues experienced by the frail elderly and their families.</li> <li>▪ Ability to lead and guide assigned team members and work as part of a larger team.</li> <li>▪ Flexibility and ability to use initiative, prioritise own work and the work of others.</li> <li>▪ Organisational and planning skills</li> <li>▪ Effective oral and written communication skills, including effective IT knowledge base.</li> <li>▪ Ability to remain calm in an emergency situation.</li> <li>▪ Demonstrated understanding of continuous improvement principles.</li> </ul>	<ul style="list-style-type: none"> <li>▪ All SCC employees, volunteers, and contractors must hold a valid registration to work with vulnerable people with an NDIS endorsement as this is a condition of registration for all NDIS providers under the NDIS Act 2013 and SCC Safety Screening Policy.</li> <li>▪ Required to sign the organisation's Confidentiality Agreement</li> </ul>
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## Work Health and Safety Requirements and Continuous Improvement

### Maintain a safe working environment and adopt safe work practices by:

- Ensuring an awareness and prompt identification of WH&S risks and hazards.
- Maintaining a safe environment for all staff and care recipients.
- Reporting, rectifying (where possible) and documentation of incidents, risks and hazards that come to your attention in accordance with Southern Cross Care (Tas) Inc's WH&S Policy.
- Ensuring an awareness of and the implementation of correct fire and security safety procedures, and participation in fire and security drills as required.

- Ensuring personal work practices comply with the organisation’s workplace health and safety policies and procedures.
- Ensuring all staff members perform safe manual handling practices.
- Recognition and responding appropriately to unsafe or unprofessional practices.
- The role of Fire Warden for assigned areas is attached to this position. Ensure full awareness of the responsibilities and requirements of this role.
- Ensuring that all equipment and supplies are used appropriately to complete duties efficiently and economically so as to minimise wastage and/or abuse.
- Practice appropriate infection control procedures.
- Administer and manage medication in accordance with best practice and Southern Cross Care (Tas) Inc’s policy and procedure.

## Authorisation

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<b>CEO/Manager Signature</b>		<b>Date</b>	
<b>Employee Signature</b>		<b>Date</b>	