

POSITION DESCRIPTION

REGISTERED NURSE

Your classification: Registered Nurse
Your department: Residential Care
Where you'll work: Various locations

You'll report to: Your Service Manager
Your direct reports: No direct reports

Your key relationships: You'll be part of the collaborative Uniting team that includes care workers, Allied Health professionals, pastoral carers and volunteers, who work together to serve older people and their families. A big part of your role will be offering guidance to your team when it comes to the clinical side of care.

You'll also work with external stakeholders including GPs and other health and medical professionals, representatives of relevant government bodies and a range of providers and suppliers.

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: As an organisation we are imaginative, respectful, compassionate and bold.

ABOUT THE ROLE

Our Registered Nurses are core to our Uniting team, and live and breathe inspired care.

As a professional working within a care team that includes co-workers from a range of disciplines, this role provides clinical leadership and guidance. Registered Nurses embody the Uniting person-centred care approach which aims to celebrate our clients as unique individuals and works to enhance their unique physical, psychological, social and spiritual wellbeing.

ROLE OBJECTIVES

- Clinical governance excellence
- High quality clinical care
- Clinical leadership aligned with current legislative and professional standards and guidelines.
- Ongoing professional development
- Provide clinical care for our clients that's centred around them, in an environment where care needs can change rapidly.

YOUR RESPONSIBILITIES

Financial management:

- Excel at contemporary clinical assessment, making the most of funding we receive. You'll be confident using the ACFI funding recording tool to achieve this.
- You'll also monitor equipment, supplies and consumables and re-order as necessary, in line with relevant budgets.

Operational Processes

- You will oversee the clinical assessment process to ensure that each of our residents' complex care needs are identified and regularly reviewed, reassessed and updated in their care plan.
- Your clinical leadership will ensure complex care and specialised nursing services are delivered by appropriately skilled staff under clinically-focused supervision.
- Your clinical governance will ensure systems and processes are monitored on an ongoing basis and that any points of concern are actioned in a timely manner.
- On shift, you will either undertake clinical activities yourself or delegate them to appropriately skilled staff, within current legislation and regulatory requirements.
- You'll effectively respond to incidents, allegations of abuse and service disruptions, providing conflict resolution, de-briefing and follow-up, in consultation with your Service Manager.
- As required, you'll interpret quality audits and data, identify trends, provide advice and implement quality improvement initiatives, in consultation with the Deputy Manager or Care Coordinator.
- You'll also collaborate with the Service Manager in the management of high risk care complaints or events that may require crisis management.

Client Management:

- You'll advocate with and for our clients and their carers and families to enable choice and decision making that supports independence and quality of life.
- You'll work to ensure our client's range of relationships is respected, encouraged and supported by care team members.
- Clients, carers and families can be confident that you'll take on-board their feedback, leading to improved customer experience for everyone in the service.
- You'll use your great communication skills to collaborate with our clients, staff, multi-disciplinary teams, external agencies and client's representatives to ensure we're working together to achieve goals.
- You'll use your confident networking skills to build highly productive working relationships with internal and external stakeholders in order to produce positive outcomes for our clients.

People Management:

- You'll contribute to a cohesive and harmonious team that respects each other's ideas, integrity and abilities.
- You'll support your team by sharing your knowledge, providing mentoring and clinical supervision on shift.
- You'll maintain the skills and knowledge related to your role, including regular attendance at team meetings and one-on-one supervision/support meetings with your supervisor.

- You'll promote personal safety and risk management through your work, using appropriate manual handling techniques and food handling procedures.
 - You'll also model the values of the Uniting Church by respecting and valuing the inherent dignity and uniqueness of each person, celebrating diversity and passionately pursuing social justice and inclusion.
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KEY PERFORMANCE INDICATORS

Financial management:

- You'll produce accurate reports and documentation in accordance with the service, organisational and funding body timeframes.
- You'll have a real understanding for optimising subsidy claims and compliance with funding agreement and fees policy.
- You'll work within budget and raise any variances you identify with your Service Manager.

Operational processes:

- You'll ensure our care services are delivered and delegated in accordance with Australian Nursing and Midwifery Council (ANMC) National Competency standards and Quality of Care principles.
- You'll also ensure that Uniting standards are upheld in the areas of:
 - Privacy and confidentiality
 - Incident management
 - Clinical care and governance
 - Assessment and Care Planning
 - Risk management
 - Audit and compliance
- Your assessments and documentation will be completed within the required timeframes, in accordance with organisational policy.
- Your integrated care documentation will be captured and maintained within the relevant electronic management system.

Client management:

- You'll monitor and translate client feedback which leads to continuous improvements to our service.
- You'll use your up-to-date clinical assessment skills to determine our clients' care needs and work with them and their family or carers to establish a care plan.
- Your regular reviews and ad hoc audits of our service will ensure our care delivery is of a high standard and aligns with current care plans and service standards.

People management:

- Staff and volunteers will look to you to provide appropriate role induction, routine supervision, support and coaching on the clinical side of care.
 - You'll implement agreed capability development, on the job coaching and learning programs to build competence, skills and knowledge.
 - You'll also maintain the currency of your knowledge and expertise in aged care, as well as your professional registration.
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THE IMPORTANT DETAILS

Created by	Page 3 of 4	_Position Description
Initial date:		Reviewed: 5/04/2016

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Qualifications:

- Registered Nurse, endorsed by AHPRA

Your experience ticks the following boxes:

- A good understanding of contemporary aged care, clinical practice and clinical leadership in a residential setting
- Insight into how relevant state and Commonwealth legislation impacts aged care services
- A good knowledge of the ACFI funding instrument and aged care accreditation standards
- Great written documentation and assessment skills
- Tech savvy with a good grasp on client/data management systems and a knack for learning new programs
- Great communication skills and the ability to get along easily with others
- Able to problem solve, negotiate, mediate and resolve conflict
- Great understanding of Work Health and Safety Principles and infection control
- Confident leading and contributing to a team.

Even better:

- Previous experience in the aged care sector and clinical nursing
- Degree or higher qualification in Health Science or Applied Science (Nursing)
- Post graduate qualification in a specialty relevant to aged care
- Current Australian Driver’s License.

ABOUT UNITING

At Uniting, we believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice.

Our services are in the areas of aged care and disability, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

We believe choice is everything. We support older people to make the best decisions about their lives, particularly those who are disadvantaged, vulnerable and isolated.

A not-for-profit organisation, we are the single largest provider of aged care in New South Wales and the ACT, with more than 14,000 people in our services. We offer high care, residential care homes, retirement living, in-home and in the community care, healthy living for seniors and respite care.

Employee Name:		Managers Name:	
		Title	
Date:		Date:	
Signature:		Signature:	