



Registered Nurse Position Description

[ALL CALVARY SERVICES/SERVICE]

Version: [Version]

Position Title:	Registered Nurse		
Position Number:		Cost Centre:	
Site/Facility:	Calvary Home Care – Adelaide Service Centres		
Department:			
Enterprise Agreement	Calvary Home Care Services Ltd Nursing Employees Enterprise Agreement 2019		
Classification:	As per Letter of Offer		
Reports To:	Clinical Team Leader		
Date of Preparation:	May 2023	Date Updated:	

Primary Purpose

At Calvary Community Care the Registered Nurse provides the provision of skilled nursing services to clients in collaboration with internal and external stakeholders.

The Registered Nurse demonstrates competence in the provision of nursing care as specified by registration requirements, National Board standards and codes, educational preparation, relevant legislation and context of care within Calvary Community Care.

The Registered Nurse practises independently and interdependently, assuming accountability and responsibility for their own actions and delegation of care to Enrolled Nurses and Support Workers within program, state/territory and CCC guidelines. The Registered Nurse provides evidence-based nursing care to people of all ages and cultural groups, including individuals, families and communities.

The role of the Registered Nurse includes promotion and maintenance of health and prevention of illness for individuals with physical or mental illness, disabilities and/or rehabilitation needs, as well as alleviation of pain and suffering at the end stage of life. The Registered Nurse assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team so as to achieve goals and health outcomes for Calvary Community Care clients.

Organisational Environment

Founded in 1885 by the Sisters of the Little Company of Mary, Calvary is a charitable, not-for-profit, Catholic health care organisation. Our mission is to provide quality, compassionate health care to the most vulnerable, including those reaching the end of their life. With over 18,000 staff and volunteers, we have a national network of 14 Public and Private Hospitals, 72 Residential Care and Retirement Communities and 19 Community Care service centres

Calvary continues the mission of the Sisters of the Little Company of Mary, a mission focused on caring for those who are sick, dying and in need. We express our values of hospitality, healing, stewardship and respect through “being for others” exemplified by the Spirit of Calvary and the example of Venerable Mary Potter.

As an equal opportunity employer, we value diversity and are committed to fostering a workplace that is respectful, welcoming and inclusive where people are supported to draw strengths from their identity, culture and community. We value the integral dignity of each person, regardless of their religion, race, gender, cultural background or choices.

Accountabilities and Key Result Areas

People and Culture:

- Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.
- Work in accordance with the mission and vision of Calvary and actively participate in developing a culture that promotes Calvary's values of healing, hospitality, stewardship and respect.

Excellence in Care:

- Utilise evidenced based practice and follow CCC policies, procedures and guidelines to provide excellent care.
- Liaise with CCC staff and the client's multidisciplinary health care team to immediately report any concerns in healthcare and change in client status.
- Maintain responsibility for professional development including CCC mandatory training.
- Meet agreed performance measures.
- Recognises professional, legal and ethical responsibilities which require demonstration of a satisfactory knowledge base, accountability for practice, functioning in accordance with legislation affecting nursing and health care, and the protection of individual and group rights.

Service Development & Innovation:

- Utilise technology, including computer skills, to aid in the provision of clinical care.
- Identify opportunities to continually improve the quality of care.
- Coordinates and organises the provision of nursing care that includes the assessment of individuals and groups, planning, implementation and evaluation of care.

Wise Stewardship

- Utilise evidenced based best practice to provide appropriate, cost effective care utilising suitable consumables.
- Demonstrates self-appraisal, professional development and an understanding of the value of evidence and research for practice. Reflects on practice, feelings and beliefs and the consequences of these for individuals/groups.
- Comply with reporting and administrative requirements for clients and employees and ensure that all data is accurate and up-to-date.

WH&S Responsibilities:

- Take reasonable care of your own health and safety and the health and safety of others in the workplace.
- Comply with relevant Calvary WHS policies, procedures, work instructions and requests.
- Report to your supervisor any incident or unsafe conditions which come to your attention.
- Observe any additional requirements as outline in Calvary's WHS Responsibilities, Authority and Accountability Table (published on Calvary intranet).
- Participate in activities that will assist recovery and return to work in line with Return to Work legislation.

Community Engagement:

- Work with clients, their carers, families and the wider community to achieve identified clinical goals.
- Develop professional practice in accordance with the health needs of the population/society and changing patterns of disease and illness.
- Establishes, sustains and concludes professional relationships with individuals/groups and demonstrates an understanding of the contribution to the interdisciplinary health care team.

Key Relationships	
Internal:	<ul style="list-style-type: none"> • Area Managers • Service Coordinators • Client Service officers • Support Workers • Enrolled Nurses • Case Managers
External:	<ul style="list-style-type: none"> • Carers and families • External Case Managers • Client's General Practitioner • Client's specialists • Allied Health professionals • Hospitals
Position Impact	
Direct Reports:	NA
Budget:	NA
Selection Criteria	
<p>Essential</p> <ul style="list-style-type: none"> • Influenza vaccination is a mandatory requirement unless assessed exempt • Nursing registration with Australian Health Practitioner Regulation Agency (AHPRA) • Recent nursing/clinical experience in the last 5 years or evidence of a refresher course • Valid Driver's Licence (Car) and Current First Aid Certificate • Abides by the Code of Professional Conduct for Nurses in Australia and the Code of Ethics for Nurses in Australia. • Team player with the ability to develop and maintain effective high level working relationships across a diverse range of internal and external stakeholders including employees and clients • Demonstrated ability to prioritise tasks and achieve goals within set timeframes • Demonstrated highly developed organisational and verbal/written communication skills. • Demonstrated proficiency using the Microsoft Office Suite with the ability to learn and adapt to new systems. • Commitment to the company's philosophy of providing responsive, flexible and customer focused services • Commitment to the values of Little Company of Mary Health Care – hospitality, healing, stewardship & respect <p>Desirable</p> <ul style="list-style-type: none"> • Understanding of the community nursing sector- Home care Packages, Department of Veteran Affairs Community Nursing Program, and Commonwealth Home Support Program. • Flexibility in spread of hours to respond to client needs. 	
Approvals	
Job Holder's signature:	Date:
Manager's signature:	Date: