|  |  |
| --- | --- |
|  | Registered Nurse Position DescriptionAll Calvary ServicesVersion:1.0 |

|  |  |
| --- | --- |
| **Position Title:** | Registered Nurse |
| **Position Number:** | TBC | **Cost Centre:** | TBC |
| **Site/Facility:** | Calvary Community Care – Various Service Centres |
| **Department:** | Operations |
| **Enterprise Agreement** | Calvary Home Care Services Ltd Nursing Employees Enterprise Agreement 2014 |
| **Classification:** | Enterprise Agreement  |
| **Reports To:** | Area Manager/Clinical Team Leader |
| **Date of Preparation:** | 18 August 2015 | **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 |
| At LCM Health Care our vision as a Catholic Health, Community and Aged Care provider, to excel, and be recognised, as a continuing source of healing, hope and nurturing to the people and communities we serve.Our Services include public and private hospital care, acute and sub-acute care, community care and retirement and aged care services, in both rural and metropolitan areas.Calvary Community Care provides services to support people to live independently at home and actively participate in community life. Services include Commonwealth Home Support Program (CHSP)Packages, Veterans' Home Care (DVA), DVA Community nursing Program, Respite Care and Community Housing.  Services are available 24 hours a day seven days a week, in ACT, NSW, Northern Territory, South Australia, Tasmania and Victoria. |
| 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

***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.

***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)
 |
| **Key Relationships** |
| Internal: | * Area Managers
* Service Coordinators
* Client Service officers
* Support Workers
* Enrolled Nurses
* Case Managers
 |
| External: | * Carers and families
* External Case Managers
* Client’s General Practitioner
* Client’s specialists
* Allied Health professionals
* Hospitals
 |
| **Position Impact** |
| Direct Reports: | * n/a
 |
| Budget: | * n/a
 |
| Competencies: | * Influencing Ability
* Change Management
* Managing and Measuring Work
* Relationship Building
* Customer Focus
* Coaching
* Team Work
* Interpersonal Savvy
* Innovative Decision Making
* Planning and Organising
* Operational Awareness
* Results Orientation
* Initiative
* Self-Development
* Flexible and Adaptable
* Composure
 |
| Selection Criteria |
| * 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

**Desirable*** 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: |