

Registered Nurse

Primary Purpose

The Registered Nurse is responsible for managing the clinical care needs of the residents across the home, supporting their individual needs, wishes and goals within an environment where they feel valued and treated with dignity and respect.

The Registered Nurse provides clinical leadership to the team in consultation with the Home Manager and Clinical Care Coordinator to ensuring the team understand who the residents are including their identity, culture, diversity, beliefs and life experiences. The position of Registered Nurse is part of an integrated team of people working within an established and agreed framework supporting the resident to live their best life.

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 and we encourage applications from First Nations peoples, people living with a disability, LGBTIQ+ people, people who have come to Australia as migrants or refugees and veterans.

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Responsibilities

Excellence in Service Delivery:

- Coordinate the delivery of quality clinical and care services in line with resident-lead and person centred model of care
- Provide social and emotional support to all residents ensuring that care provision is holistic and person centred.
- Actively manage and assess the care needs and clinical condition of residents
- Provide direction to all care team members on resident's clinical needs including wound management, diabetes management and behavioural management.
- Understand and continually monitor the needs of each resident and any changes in their clinical condition or needs for example behaviour, hydration nutrition, continence, dental hygiene, cognition, mobility or deterioration including end of life care
- Providing clinical handover to the team across the home,
- Conduct assessments with frequency in accordance with Calvary policy in addition to when the resident condition changes such as determination or return form hospital
- Assess and evaluate care and social needs for each individual resident in their care
- Develop care plans for each resident, ensuring consistency with current resident needs based on assessments and regular input from residents and their families
- Participate in regular case conferences and manage ongoing resident assessments
- Activity promote close relationships with families and carers for the health and wellbeing of residents,
- Maintain processes for complaints management in the home, ensuring all residents and family concerns are addressed and resolved or escalated to the Home Manager.
- Timely assessment and treatment of residents when care concerns have been escalated or an incident has occurred
- Responsible to ensure medication management is provided in a safe and effective manner in line with legislative requirements and Calvary policy
- Monitor the availability of medical stock and other health related supplies to ensure sufficient and adequate supplies
- Monitor and support the systems in place to manage infection prevention and control.
- Coordinate and arrange appointments to ensure residents' needs are met
- Contribute to or identify clinical risk and report, document and action in line with Calvary's risk management framework
- Participates in meetings such as care reviews, medication reviews and falls prevention meetings.
- Ensure all documentation is managed confidentially and kept secure and in line with Privacy Principles and Calvary

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- May be designated in charge of a home in the absence of the HM and or/CM/CCC- and in such situations will be the key point of escalations within the home or ward regarding resident and staff safety in association with organisational and clinical policies.

Excellence in Service Development:

- Develop and implement strategies which may improve outcomes for residents with the Clinical Care Coordinator or Home Manager.
- Working collaboratively with the Clinical Care Coordinator to ensure quality care outcomes are met and review reporting across the home.
- Monitor and actively participate in quality improvement processes,
- Participate and collect clinical and care data for the purposes of reporting as requested by the Home Manager
- Actively participate in internal and external clinical benchmarking processes as requested

Wise Stewardship

- Administers all activities that are required for regulatory compliance and adherence to clinical policy.
- Maintains a working knowledge of relevant laws, Acts, regulations, standards and guidelines that affect responsibilities, and incorporating them into all aspects of practice.
- Under the direction of management will help integrate the relevant industry standards, legislation and common law requirements into work practices.
- Maintains and updates knowledge base to ensure safe practice and effective performance in the workplace..
- Understands and integrates the values and philosophy of the organisation into work practices.
- Communicate the importance of social connections for residents and ensure that staff facilitate this process.
- Delegate tasks and spends time teaching others to ensure that a continuous learning and development environment is encouraged.
- Ask for feedback and opportunities for continuous professional development.

People and Culture:

- Practice in accordance with Calvary and relevant Government 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.
- Promote and contribute to person-centred and resident-led care
- Participate in all training relevant to their role at Calvary and assist in training others wherever reasonably directed to do so.
- Assisting to orientate and train new staff to the team as requested by the Home Manager
- Provides support, mentoring and leadership to ensure optimum performance by staff

Work Health & Safety

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
- Report all hazards, maintenance required and equipment in need of repair or service

Key Relationships

Internal:	Home Manager, Clinical Leadership team Residents & families
External	Government departments and statutory bodies

Position Impact

Direct Reports:	NA
Budget:	NA

Selection Criteria

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Essential

- Registered Nurse with current Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- High level of commitment, integrity, honesty and trustworthiness.
- An effective listener with the ability to communicate at all levels both orally and in writing
- Understanding of and ability to manage human resource issues with effective negotiation skills.
- Ability to understand and use information technology and programs such as Word, Excel, etc. and to learn new skills as required.
- Current National police check
- Working knowledge of WH&S and Infection Control

Desirable

- Current First Aid Certificate
- Demonstrated experience in a similar role in aged care or health care

Approvals

Employee Name & Signature:

Date:

Manager Name & Signature:

Date:

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