

What you do matters.



Registered Nurse - In Home Nursing Service

Position Description

EMPLOYMENT TYPE	Full Time Part Time Casual
CONDITIONS	Temporary or Permanent
TEAM	Community Health and Care
REPORTING RELATIONSHIPS	Reports to: In Home Nursing Service Team Leader Direct Reports: Nil

Our Vision

A positive, fulfilling experience of ageing where everyone has the opportunity to live their best life.

Organisational Context

Benetas is a leading not-for-profit organisation with a mission to provide older Victorians, their families and carers with high quality services and environments that respects their independence and individuality throughout their aged care journey. To reflect our Anglican heritage and commitment to social justice, we contribute a social dividend which sees any profit reinvested into growing and expanding services and initiatives, including our dedicated research and advocacy agenda, which provides broader benefits to people within our communities.

Benetas is committed to providing a safe and healthy work environment with a focus on the wellbeing of our employees and clients. With our positive and inclusive culture you will feel supported to be the best you can be in your career. Benetas is a recognised leader in Gender Equality, having been awarded an Employer of Choice citation by the Workplace Gender Equality Agency for 15 years in a row.

With an ambitious Next Generation Strategy, Benetas is focused on delivering our four strategic outcomes, which include integrated and exceptional customer experience, communities of choice, a great place to work and volunteer and a high performing organisation.

Role Purpose

The primary role of the Registered Nurse is to provide nursing assessment and nursing care to clients of all ages in a community or home setting. Registered nurses will provide primary health care to clients. Such duties include patient and family education and support in addition to utilizing special clinical skills and personal attributes to ensure optimal care.

Position Specific Responsibilities

Key Accountabilities

- Arrive on time, present and behave professionally, complete tasks within the required time frame, adhere to the dress code and display relevant identification
- Understand and be responsive to the individual needs of clients related to friends or family, religion and culture
- Provide base-line assessment information and ongoing care with appropriate interventions
- Support clients to maintain and/or develop independent living skills and routines
- Ensure the continuity of patient care by liaising with hospitals, other community services, doctors and allied health professionals taking into account the therapeutic regimes and needs of other members of the healthcare team inclusive of primary carers
- Ensure that professional boundaries are maintained and issues are reported to your manager/ team leader when and if they do occur
- Provide current ongoing management & assessment.
- Identify problems as they arise and take appropriate action
- Co-ordinate a written nursing care plan for clients/clients and assist with this plan on an ongoing basis
- Communicate any medical or nursing problems to the consultant and/or co-coordinator and treating doctor so that a high standard of care can be maintained and ensure at all times any event of concern is reported in a timely manner
- Teach clients and families about their identified health needs by creating an environment, that enables them to be responsible for their own health
- Continually comply with the standards of nursing practice by maintaining and reviewing nursing histories and care plans
- Maintain professional development in nursing/surgical/wound management/community health issues
- Apply skills in the safe use of relevant equipment including the use of the Residual Current Device
- Seek and respond to client feedback to support the delivery of exceptional client service
- Seek and respond to feedback from Managers to support the delivery of exceptional client service
- Contribute to service planning, evaluation and care planning through identifying the needs of clients through conducting Home Safety Assessments upon each client visit and reporting through to the manager
- Observe and promptly report any changes in a client's behaviour or health/wellbeing to central office and document as appropriate
- Keep up to date with current nursing and medical literature
- Ensure all records are correctly maintained, doctor's orders and changes in health care delivery are correctly recorded and nursing issues are correctly documented
- Have an understanding of the budget requirements and ensure that cost containment is effective
- Be conversant with nursing policies and medico-legal responsibilities
- Participate in the implementing of planned changes to improve nursing and patient services within the division
- Participate in the activities involved with meeting team objectives
- Participate in in-house lectures and ensure that information flows to the team
- All incidents, hazards, near miss events and dangerous occurrences are reported on risk man within 48 hours of occurring either directly or indirectly with the facilitation of your manager/team leader
- Assist with any investigations and the identification of corrective actions

SELECTION CRITERIA

Training/Qualifications	
<ul style="list-style-type: none"> • Current AHPRA Registration as a Division 1 Nurse • Current First Aid Certificate and CPR or willingness to participate and complete required training 	
Essential Skills and Experience	Personal Attributes
<ul style="list-style-type: none"> • Experienced in Hospital in the Home (HITH)/Emergency/Critical Care or Community Nursing • Self-driven with excellent client/patient management and clinical skills • Customer service focused, with the ability to provide patient and family education and support 	<ul style="list-style-type: none"> • Exemplary organisational skills, attention to detail and the ability to manage competing tasks • High level communication skills • Flexible and adaptable in a dynamic working environment • Strong interpersonal skills • Ability to facilitate open communication and good working relationships between the CEO and all stakeholders • Ability to anticipate requirements using initiative • Highly developed computer skills.
Key Outcomes	
<ul style="list-style-type: none"> • Undertake nursing duties for the client to maximise the client's wellbeing and healthcare at home • Monitor and advise of dangers or risks in and around environments where clients live or meet or a change in condition of the client to protect the client's safety and wellbeing • Participate in building a positive culture within the regional teams and contribute positively to the broader Benetas community 	

Core Behaviours Applicable To All Employees

Key Result Areas	Key Tasks/ Behaviours
Living our values in the way we behave and interact with others	<p>Respect - Takes time to understand and value each person and respects their choices</p> <p>Community - Builds strong relationships amongst stakeholders by working together in an open, involving way</p> <p>Spirit - Builds a positive energetic culture dedicated to creating fulfilling life experiences for older people</p> <p>Responsibility - Acts with integrity toward our clients, their families and carers and the broader community</p>
Leadership and Team	<ul style="list-style-type: none"> • Leads by example • Maintains a positive approach that promotes confidence in those around them • Is open to feedback • Achieves agreed work goals • Builds and maintains effective relationships with clients, families and colleagues and operates in line with the Customer Experience Vision and Principles
Health, Safety and	<ul style="list-style-type: none"> • Displays responsibility for self, team and environment

Environment	<ul style="list-style-type: none"> • Demonstrates positive approach to own safety and safety of others • Achieves agreed work goals relevant to health, safety and environment
Continuous Improvement: Quality and Sustainability	<ul style="list-style-type: none"> • Responds to the needs of customers and the changing environment in which our services operates • Understands and delivers responsibilities in line with the Risk, Quality and Clinical Governance Frameworks • Takes initiative in making improvements to work processes • Actively seeks new ideas and improvement • Demonstrate evidence of continual improvement activities • Strives for best practice • Embraces and adapts to change
Professional and Personal Development	<ul style="list-style-type: none"> • Takes responsibility for driving own professional development, expertise and personal development • Completes all relevant on and off-the-job learning experiences

Evidence of the Right to Work in Australia

All Benetas employees must provide evidence of their valid working rights. Appropriate evidence includes an Australian/ New Zealand birth certificate or passport, Citizenship certificate, Permanent residency certificate or an International passport with evidence of a valid working visa. All visas are subject to a Visa Entitlement Verification Online (VEVO) check.

Police Check

All Benetas appointments are subject to a satisfactory police check, and a statutory declaration for those people who have lived overseas over the age of 16 for more than 12 months.

Influenza Vaccination

All Benetas roles are subject to obtaining and maintaining annual influenza vaccinations. Evidence must be provided as a condition of employment.

Code of Conduct

All Benetas employees are required to read, be familiar with and act in accordance with the requirements of the Benetas Code of Conduct and any other legislated Code of Conduct as may apply to Benetas its employees.