

Job Description Details	
<b>Job Title</b>	Registered Nurse
<b>Department/Division</b>	Residential Aged Care, Operations
<b>Reports to</b>	Service Manager
<b>Direct Reports</b>	Nil
<b>Agreement</b>	Brightwater Care Group Registered Nurses Agreement

Brightwater Mission
<p><i>Pursuing the Dignity of Independence</i></p> <p>For Brightwater, no one is beyond care. Here, we value the potential that lives inside each and every one of us, no matter what that looks like. Our amazing ability to strive towards our best self every day, to keep learning and to keep growing. This drives all that we do. Sure, it's not always easy, but this journey that we're on together comes with its own reward. This pursuit of independence brings with it the dignity of control over our own lives. And everyone deserves the right to pursue that.</p>

Commitment to Mission and the Brightwater Spirit
<p>Embrace and apply the Brightwater Spirit – our values and behaviours – in all interactions with staff and customers. Our commitment to the Brightwater Spirit enables us to achieve our Mission, <i>Pursuing the Dignity of Independence</i>.</p> <p><b>Caring</b> We care for and about each other. We work together to provide inclusive and relevant services in ways that meet the needs and goals of our clients.</p> <p><b>Authentic</b> We are open and genuine, enabling us to build meaningful relationships with our clients and each other.</p> <p><b>Progressive</b> We are inspired to continuously improve ourselves and our services for the benefit of our clients.</p> <p><b>Courageous</b> We find strength in order to make a difference.</p>

Diversity and Inclusion Statement
<p>At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.</p>

Position Purpose
<p>This positions forms part of a multi-disciplinary team and is responsible for assessing, planning, implementing and evaluating clinical care for, and with, clients of Brightwater Care Group. This position delivers inclusive and person-centred quality care and support in accordance with individualised client Care Plans to ensure optimal service provision that actively promotes choice, independence and quality of life, in a safe and home like environment.</p>

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Registered Nurse	3	27/06/19	Recruitment Coordinator	Chief People & Culture Officer	
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## Key Duties/Accountabilities

1. Actively contribute to the creation and maintenance of the home/social environment to ensure clients' holistic needs are met. This includes embracing the personhood philosophy inclusive of emotional, physical, spiritual, cultural and emotional well-being and fostering a culture that is inclusive of diversity in age, gender, race, ethnicity, religion, sexuality, sexual identity or disability of clients or other staff members.
2. Ensure that all clinical and other care needs are delivered in a safe and respectful manner that promotes the personal values of the client.
3. Adhere to relevant legislation that governs quality standards, professional clinical registration requirements and standards of practice, including mandatory reporting responsibilities; this includes reporting and documenting any concerns where the well-being of a client may be affected.
4. Assist clients to meet their clinical and other care needs in a manner that promotes independence and choice in accordance with their individualised Care Plan. This includes coordinating and supervising daily clinical activities to ensure client outcomes and needs are met.
5. Identify and contribute to clients' individualised goals and assist in the development and documentation of client Care Plans as part of a multi-disciplinary team in line with the admission and reassessment planner and identified timeframes. This includes supporting and empowering clients to make decisions about their care, and reviewing individualised goals through the development and evaluation of outcomes.
6. Accept responsibility for specialist clinical portfolios including, but not limited to: continence, nutrition/weight management, wound care, falls management, behaviours of concern, medication management, pain management, and infection control.
7. Utilise a leadership approach to mentor, train, supervise and support team members. This includes identifying any learning/development needs, participating in Staff Reviews, and supporting performance management processes.
8. Act as a positive role model for all staff, demonstrating behaviour in line with Brightwater's Mission, values, policies and procedures, and use effective problem solving skills to resolve conflict at the earliest opportunity while promoting a positive and adaptable team environment.
9. Complete Brightwater documentation in a timely and concise manner, meeting any known or delegated reporting requirements, including the timely completion of delegated funding instrument documentation.
10. Communicate effectively with team members, clients, their representatives, and the community in a professional manner that demonstrates a positive regard for individuals and Brightwater using a customer-focused approach.
11. Identify areas for improvement using a continuous quality improvement approach to problem solving. This includes collaborating with colleagues, facilitating quality improvement activities and acting as a positive change agent in response to operational changes; while providing services in a responsible, cost effective and efficient manner with an awareness of the appropriate use of supplies/resources.

## Key Working Relationships

1. Clients and their representatives.
2. Multi-disciplinary team, including care and nursing staff, allied health staff, hotel services, GPs, and site administration staff.
3. Service Manager and Deputy Service Manager.
4. External bodies as required.

## Professional Development

1. Accept responsibility for updating/developing own knowledge/skills in relation to clinical practice.
2. Actively participate in opportunities for performance feedback with a growth mindset, including reviews and check-ins; reflect on own performance and set goals.
3. Complete essential training courses within the required timeframes and embed learning outcomes to continuously improve skills and work performance.
4. Attend and contribute to staff meetings/discussions and collaborate with team members to improve outcomes.

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## Safety and Health

1. Actively promote a positive safety and health culture by caring for self and others, demonstrating attention to physical, mental, emotional, cultural, and psychological safety.
2. Take proactive and responsible actions to avoid, eliminate or minimize hazards.
3. Accept responsibility for understanding and recognising the risks and hazards associated with work duties.
4. Report all incidents, hazards, and injuries immediately.
5. Use equipment, such as personal protective and manual tasks equipment, as trained and required.
6. Adhere to infection control principles and practices.

## NDIS Risk Assessment

This position involves the direct delivery of specified supports or services to a person with a disability and therefore is a risk assessed role that requires the person to hold a valid and satisfactory NDIS Worker Screening Check.

## Other Information

This position is responsible for the site in the absence of a Deputy Service Manager or Service Manager and is supported by an on-call system.

## Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Qualified and suitably registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.
2. Excellent written, verbal and interpersonal communication skills that build effective leadership, develops inclusive teamwork and establishes successful working relationships with stakeholders.
3. Customer-focused work ethic, strong commitment to Brightwater’s Mission, and values alignment with the Brightwater Spirit.
4. Strong person-centred skills and behaviours in communicating and engaging with clients with dementia and/or high clinical/other support needs.
5. Demonstrated ability to successfully assess, plan, implement and evaluate client care in consultation with a multi-disciplinary team. This includes a strong commitment to providing, with the capability deliver, safe high quality care.
6. Strong analytical and problem solving skills, with the ability to organise and prioritise tasks, work effectively under pressure, meet deadlines and use resources effectively, safely and efficiently.
7. Demonstrated knowledge and understanding of continuous quality improvement, quality standards and the accreditation processes.
8. Demonstrated ability to effectively manage change in a care related environment in line with operational and strategic goals.
9. Working knowledge of Safety and Health legislation; Aged Care Act (1997); Aged Care Quality Standards; residential care and ACFI documentation requirements (desirable).
10. First Aid Certificate less than three years old.
11. Satisfactory National Police Certificate obtained within the last 12 months.

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