

Job Description Details	
Job Title	Enrolled Nurse
Department/Division	Disability Services, Operations
Reports to	Program Manager
Direct Reports	Nil
Agreement	Brightwater Care Group Employees 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>Caring 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>Authentic We are open and genuine, enabling us to build meaningful relationships with our clients and each other.</p> <p>Progressive We are inspired to continuously improve ourselves and our services for the benefit of our clients.</p> <p>Courageous 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>The position of Enrolled Nurse in Disability Services works under the delegation of a Registered Nurse as part of the multidisciplinary team including; Registered Nurses, Disability Support Workers and allied health to assist with the activities of daily living in accordance with the individual requirements and care plan for the client to maximise their wellbeing and quality of life.</p>

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Key Duties/Accountabilities

1. Actively contribute to the creation and maintenance of the home/social environment in which emotional, physical, spiritual, cultural needs are met.
2. Liaise with clients, relatives, General Practitioners and the multidisciplinary team to identify and review client's individualised goals and assist in the development of the care plan.
3. Ensure all services are provided in a manner that promotes the personal values of the client; adhere to relevant Code of Ethics, Standards (Community Common Care Standards and Home and Community Care Guidelines) and Legislation affecting professional practice.
4. Act as a positive role model for all staff.
5. Complete Brightwater documentation as required.
6. Communicate with client's, relatives, colleagues and external stakeholders as required in a professional manner that shows respect for individuals.
7. Use effective problem solving skills to complete required tasks and resolve conflict at the earliest opportunity.
8. Provide services in a responsible, cost effective and efficient manner with an awareness of the appropriate use of supplies.
9. Identify areas for improvement and use a continuous quality improvement approach to problem solving, whilst also encouraging and responding to team member's suggestions for improvements in work practices/customer service.
10. Support client to individually manage and make decisions about their healthcare.

Key Working Relationships

1. Client's and their families on a daily basis for administration of care, to identify clients individualised goals, assist in the development of the Care Plan, answering questions and providing information about treatment and care and act as an advocate.
2. General Practitioners and the multidisciplinary team and other external bodies.
3. Supervises staff and contributes to their performance management and development.

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.

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.

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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

Nil

Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Qualified and suitably registered with the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse, Division 2.
2. Have a strong commitment to providing safe high-quality care.
3. Working knowledge of Occupational Safety and Health legislation; and Disability Services Commission Standards (1988).
4. Excellent interpersonal and communication skills (both written & verbal) with the ability to communicate with a wide range of people in various environments.
5. Proven customer focused work ethic.
6. Demonstrated knowledge and understanding of continuous quality improvement and the Accreditation process.
7. Experience in a supervisory role (desirable).
8. Working knowledge of residential care and ACFI documentation requirements (desirable).
9. First Aid Certificate less than 3 years old.
10. Current Western Australian 'C' Class Driver's Licence.
11. Satisfactory National Police Certificate obtained within the last 12 months.

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