

# POSITION DESCRIPTION

<b>POSITION TITLE</b>	Registered Nurse
<b>DIVISION</b>	Aged Care
<b>DEPARTMENT</b>	Community Care
<b>REPORTS TO</b>	Program Lead

## ORGANISATIONAL PURPOSE

Our vision at the Brotherhood of St Laurence (BSL) is for an Australia free of poverty. We pursue lasting change for a fairer and more compassionate Australia.

Our organisation employs over 1,500 staff and is supported by 1,000 volunteers. We partner with governments, business and other organisations to address poverty across the nation.

Our work is varied. We deliver services to build capability and confidence across the life course, from the early years, youth and employment, to services for people with disability and for older people in Australia. Our Op Shops and social enterprises are well known. So too are our programs that support digital literacy, energy efficiency and financial wellbeing. We research the causes and effects of poverty and connect policy, practice and research to advocate national, state and local policy solutions for people experiencing disadvantage.

BSL is committed to child, young people and vulnerable adult safety. We want all vulnerable people to be safe, happy and empowered. We support and respect all children and vulnerable adults, as well as our staff and volunteers. We are committed to the safety, participation, and empowerment of all our program participants. All successful candidates will undergo a robust screening process prior to employment. We provide our staff and volunteers with ongoing supervision, support and training in their work with vulnerable people.

## DEPARTMENT PURPOSE

Aged Care – The Aged Care Division provides residential aged care services, independent living accommodation for people on low incomes, in home care, and day and respite services for older individuals on a low income and at risk of homelessness.

Community Care - The Community Care department provides independent living accommodation for people on low income and at risk of homelessness, and delivers in home care, day and overnight respite, and social support.

## POSITION PURPOSE

The Registered Nurse works closely with clients and/or their representative to ensure that the client receives high quality services to address their assessed ageing care needs. The role is also to provide support, direction, training and education to clinical and non-clinical care staff as directed.

## **KEY RESPONSIBILITIES**

- Lead, manage and deliver high-quality person-centred care, in accordance with policies and procedures, relevant standards for practice, code of conduct for nurses and relevant legislation including The Aged Care Act and the Quality Standards.
- Exercise professional initiative and clinical judgement to ensure the provision of appropriate high quality, consistent, holistic care and services that incorporates the client's beliefs, values, needs and culture.
- Provide Medication management functions, oversee delegated medication administration and administer medications as required
- Promote and directly consult with clients, relatives and others through formal processes and on a day to day basis regarding all aspects of care delivery including clinical care, ancillary services, lifestyle services and any changes affecting the client.
- Ensure timely and effective communication with Program Lead or delegate regarding information/issues or concerns relating to clients, relatives, visitors and staff.
- Create and maintain effective relationships with clients, families, internal and external stakeholders whilst recognizing professional boundaries and contribute to maintaining a home-like environment for all clients.
- Adhere to, and reinforce the Privacy Policy and ensure confidentiality, both clients and employees, is maintained at all times.
- Ensure all clinical documentation is completed to a high standard, accurately and in a timely manner.
- Support and ensure clients rights and interests and follow appropriate reporting mechanisms, including compulsory reporting requirements.
- Ensure internal and external complaints are managed in accordance with the relevant complaint's procedures
- In consultation with management, coordinate and ensure the maintenance of clinical standards of care for all clients at the site, initiate corrective action and support implementation of evidence-based care where required.
- Actively participate and oversee the admission of new clients
- Provide clinical supervision, direction, orientation and feedback to clinical and non-clinical staff
- Effectively delegate care activities to clinical and non-clinical staff, ensuring they work within their scope of practice
- Other duties as required

## **TO BE SUCCESSFUL YOU MUST HAVE**

- Bachelor of Nursing or equivalent Registered Nurse qualification with AHPRA along with a current AHPRA Certificate of Registration.
- Knowledge and relevant experience in the coordination and clinical evaluation of aged care residents with complex combinations of mental health, substance abuse, dementia and social isolation whilst maintaining confidentiality.
- Demonstrated knowledge and understanding Accreditation Standards, and client rights and best practice principles as applicable to aged care
- Demonstrated leadership skills with an ability to act as a positive role model for staff
- Demonstrated ability to work independently and as an effective team member to achieve goals

- Theoretical and practical knowledge of OHS regulations and requirements practices, including manual handling, infection control.
- Well-developed written and verbal communication skills with the demonstrated ability to deal with a broad range of people from diverse and socio-economic backgrounds.
- Strong organizational and time management skills with an ability to adapt to changing demands and work under pressure.
- Understanding of and empathy with the values and ideals of the Brotherhood

**Desirable**

- Post graduate qualifications and experience in a relevant health specialty; continence, wound management, gerontology, infection control, palliative care, dementia care, mental health or health management

**MANDATORY EMPLOYMENT CRITERIA**

- Specific work requirements include weekend work, evening shifts, night shifts, public holidays hours
- Proof of eligibility to work in Australia is required
- A NDIS Screening Clearance Check is required - BSL will support successful candidates in this process
- A Statutory Declaration is required - BSL will support successful candidates in this process
- A Working with Children Check is required - BSL will support successful candidates in this process
- A satisfactory Police Check is required - BSL will support successful candidates in this process
- Aged Care Banning Order Register checks shall be undertaken.

BSL values diversity and inclusion with regards to its staff and the communities we serve. We encourage you to submit your application for this role regardless of whether you meet all the key selection criteria. We encourage individuals from all backgrounds to apply.