

## POSITION DESCRIPTION

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<b>POSITION TITLE:</b>	Enrolled Nurse
<b>DIRECTORATE:</b>	Care and Services
<b>SERVICE:</b>	Residential
<b>REPORTING TO:</b>	Centre Manager

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### Key Position Objectives:

The role of an Enrolled Nurse within Amana Living Includes but is not limited to:

#### 1. Working within Amana Living Core Values

Performs all duties and interacts with management, staff, residents and their families, visiting health professionals and any other person in the work environment in accordance with Amana Living Core Values:

Core Values	Performance Standards
Compassion	Courtesy and kindness are extended to each person in every circumstance
Justice	All interactions are based on fairness and honesty
Hope	Is the expectation of triumph over every challenge
Inclusiveness	We exist to serve people from all walks of life

#### 2. Key Outcomes

- **General**

- Uses multiple approaches to decision making (scope of nursing practice decision making framework)
- Implements those aspects of the nursing care plan delegated by the registered nurse
- Contributes to the nursing assessment of individuals and groups
- Assists in the evaluation of progress toward expected outcomes
- Assists in protecting the rights of older persons
- Demonstrates successful interpersonal skills in relating to Residents, Families, Staff and other Health Professionals
- Fulfils the conduct requirement of the position

- **People Management and Leadership**

Attracting, developing and retaining talented individuals; creating a learning environment that ensures employee realise their highest potential, allowing the organisation as a whole to meet future challenges.

- Promote the Amana Living culture, leading by example;
- Develop effective communication, team building and accountability strategies;
- Lead, motivate, support and manage the team;

- **Compliance with Relevant Acts and observed Regulations**

- Assists in the progress towards regulatory compliance in accreditation and continuous improvement
- Functions in accordance with legislation and common law affecting practice
- Complies with infection control standards and practices
- Complies with Amana Living policies and procedures; and
- Manages regulatory compliance in occupational health and safety against Amana Living's policies and procedures.

- **Personal Development**

- Attends and actively participates in compulsory training sessions and meetings
- Contributes to the continuous improvement of own work practices; and
- Act to enhance the professional development of self.

### 3. Key Physical Requirements:

The work undertaken by an Enrolled Nurse involves fairly constant physical activity varying from low to high intensity but predominantly of a medium intensity. During almost all of the time spent with a resident the Enrolled Nurse is undertaking physical tasks, standing for lengthy periods, and occasionally assisting care staff with personal care activities. Enrolled Nurses must have the following physical capabilities as indicated through the tasks below:



Good spinal strength and flexibility, with the ability to maintain a crouched or kneeling position for several minutes at a time



Occasionally lifting up to 16kgs between floor and waist level, Carrying 10kg over short distance, Lifting up to 5kgs above shoulder level and pushing/pulling up to 20kgs over short distances

### 4. Freedom To Act:

In line with the delegated Authority Schedule.

### 5. Selection Criteria:

M/D	Requirements
M	Registered by the Nurses' Board of WA as an Enrolled Nurse
M	Police Clearance
M	Successful completion of drug and alcohol test, pre medical form and reference checks
M	Successful completion of the key physical requirements assessment
M	Proven organisational and time management skills
M	Ability to work independently and as a member of a team, as required
M	Demonstrated good verbal, written and interpersonal communication skills
D	Basic computer skills
D	Knowledge of the resident classification scale, accreditation process and continuous improvement
D	Previous experience working within the aged care industry

### 6. Core Competencies (assessed at 3 months and annually):

M/D	Requirements	3months	Annually
M	Fire Evacuation and Emergency Procedure training	X	X
M	Chemical training	X	X
M	Infection Control training	X	X
M	Manual Handling training	X	X
M	Basic computer skills (meets WECARE requirements)	X	
M	To have met the requirements of the position description	X	X

M = Mandatory D = Desirable