

POSITION DESCRIPTION

POSITION TITLE:	Registered Nurse
DIRECTORATE:	Care and Services
SERVICE:	Residential
REPORTING TO:	Centre Manager

Key Position Objectives:

The role of a Registered 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:

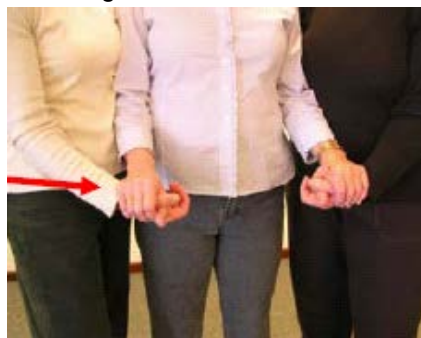
Core Values	Performance Standards
Compassion	Courtesy and kindness are extended to each person in every circumstance
Justice	All interactions are based on fairness and honesty
Hope	Is the expectation of triumph over every challenge
Inclusiveness	We exist to serve people from all walks of life

2. Key Outcomes

- **General**
 - Uses multiple approaches to decision making (scope of nursing practice decision making framework)
 - Manages the care of older persons in a person centre approach
 - Engages in collaborative practice to achieve positive outcomes for older persons
 - Engages in ethically justifiable nursing practice
 - Advocates and protects the rights of older persons
 - Manages the utilisation of staff and physical resources
- **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**
 - Complies with Amana Living policies and procedures; and
 - Manages regulatory compliance in occupational health and safety against Amana Living's policies and procedures.
 - Engages in activities to improve gerontological nursing practice
 - Demonstrates regulatory compliance in accreditation and continuous improvement
 - Complies with infection control standards and practices
 - Functions in accordance with legislation and common law affecting practice
- **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 a Registered Nurse involves a fairly constant level of low to medium physical activity, with occasional higher intensity work if required to assist with the handling of residents. A Registered Nurse on night duty has longer periods of medium to high intensity work than is required on day shifts, due to assistance required with Manual Handling activities such as slide sheet transfers etc. Reasonable upper limb strength, in particular, wrist strength and dexterity is required for activities such as crushing and distribution of medications. In summary, Registered Nurses must possess the following physical capabilities as indicated through the tasks below:



Good spinal strength and flexibility with the ability to maintain a slight to moderate degree of trunk flexion for periods of a few minutes, repeatedly throughout the day, as well as being able to move between standing, crouching and/or kneeling positions for several minutes at a time



The ability to push/pull up to 20kgs for several minutes at a time required when moving wheel chairs or assisting with manual handling activities of a night shift, as well as covering long distances, walking up to 10km over an 8hr shift.

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 a General 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	Ability to lead and manage a team
M	Ability to manage change within the workplace
M	Demonstrated good verbal, written and interpersonal communication skills
D	Basic computer skills
D	Knowledge of the resident classification scale, accreditation and continuous improvement
D	Previous experience working with people with dementia within the aged care industry

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

M/D	Requirements	3months	Annually
M	Fire Extinguisher and Emergency Procedure training	X	X
M	Fire Warden 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