

Position overview

Position title:	Registered Nurse
Department:	Clinical Services
Classification:	TBD – dependent on qualifications
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Reports to:	Nurse Unit Manager (NUM) or relevant In Charge Nurse

About us

The Yarram and District Health Service (YDHS) is based in Yarram, 220 kilometers south east of Melbourne on the South Gippsland Highway in rural Victoria. Yarram is 73 kilometers south west of Sale and 62 kilometers south east of Traralgon.

We provide our community with Acute Inpatient services, Dialysis, Urgent Care, Aged Care, Respite Care, Primary Health, Community Services and an Integrated Health Care Centre. Our consumers and community are at the core of every decision we make.

YDHS want to attract and retain the best staff to provide an exceptional service to our community. We promote and develop opportunities for people to contribute to and encourage innovation, leadership and collaboration. We are committed making YDHS a Centre of Excellence in everything we do.

Position Description

The Registered Nurse (RN) is responsible for treating our consumers with dignity and respect, while supporting them to live their best lives and providing comprehensive, accountable and high-quality nursing care. The RN's at YDHS are responsible for providing support and clinical supervision to the Enrolled Nurses (EN's) and Personal Care Assistants (PCA's).

Responsibilities

Comprehensive and contemporary nursing care

- The RN is responsible for providing comprehensive, accountable, independent, and high-quality nursing care in accordance with the relevant legislation, professional and ethical frameworks, our Code of Conduct, and values.
- All assessment, planning implementation and evaluation is in accordance with the scope of practice for the Registered Nurse.
- Be committed to contemporary nursing practices and striving to improve our service constantly.
- Identify risks and report incidents relating to the service environment, equipment, training, processes, practices, or any aspect of the delivery of care.
- Appropriately respond to clinical changes or deterioration in the consumer's condition and initiate consultations with relevant caregivers as required.
- Provide comprehensive clinical handovers using the appropriate frameworks.
- Perform medication management safely within the professional scope the relevant legislation.
- In conjunction with the Nurse Unit Manager (NUM) create a work environment that recognises excellence, provides comprehensive orientation, is cohesive and team focused.

Acute Care

- Thoroughly complete all nursing assessments.
- Working independently without the assistance of onsite Doctors completing complex care and acute medical interventions.
- Admission of patients after hours.
- Understanding when it is appropriate to escalate care to Doctors and other health professionals.
- Coordinating radiology and pathology.

- Undertaking point of care pathology testing and assessing point of care pathology results.
- Coordination of urgent transfer when appropriate.
- Ensure adequate ongoing complex care needs at managed at the bedside.
- Plan patient discharge with appropriate service referrals and appointments confirmed.
- Ensure regular gathering of documentation to support the reporting of clinical indicators.
- Clinical documentation is timely, legible, comprehensive and at a minimum meets legislative requirements.
- Ensures an interdisciplinary team approach to consumer care.

Urgent Care

- Independently perform nurse led urgent care duties.
- Conduct initial triage assessment using the Australian Triage Scale.
- Ability to make quick decisions using extensive nursing knowledge and advanced life support techniques, including cardiovascular resuscitation.
- Ability to provide standing order emergency medications when medical officers are unavailable.
- Use a broad range of nursing experience to provide excellent care to various demographics from paediatrics through to aged care.
- Ability to provide comprehensive urgent medical care for a range of incidents, such as farm accidents.
- Understand when escalation is required and use telehealth consultations appropriately.
- Negotiate transfer of patients outside of our triage categories.
- Ability to identify deterioration signs and appropriate escalate care.
- Coordinate radiology and pathology services.
- Undertaking point of care pathology testing, assessing point of care pathology results, and providing care based on these results.

Dialysis

- Independently provide and monitor haemodialysis treatment including providing pre-and post-haemodialysis care.
- Appropriately respond to clinical changes or deterioration in the consumer's condition and initiate consultations with relevant caregivers as required.
- Provide comprehensive educating to consumers following their treatments including home care needs, diet, nutrition, exercise programs and any self-administration medication.

Aged Care

- Demonstrate knowledge and best practice principals for continence management, diabetes management, palliative care, wound management.
- Manage clinical risks such as hydration, nutrition, pain, pressure, wound, and delirium.
- Facilitate and encourage social connections between consumers and their health care team, and families.
- Collaborates with the services multidisciplinary team to achieve the best health outcomes for our consumers.
- Care plans are comprehensive and at minimum meet legislative and standards requirements.
- Consumers are encouraged and supported to participate in lifestyle activities.

After hours hospital coordination

- The most senior clinician on site represents YDHS team members professionally to consumers, care staff, and our community.
- Facilitate safe and seamless care to consumers across the Health Service.
- Manage demand, capacity, and patient flow.
- Facilitate and support appropriate consumer transfers.
- Act as the emergency response coordinator.
- Manage organisational risks by collaborating with relevant teams to ensure interdisciplinary problem solving.

- Management of the unit staff roster.
- Utilising available data to develop a roster of adequately skilled staff.
- Ensure care staff/patient ratios meet the needs of the unit.
- Ensure care staff understand their roles and responsibilities within their scope of practice.
- Promote appropriate behaviour and create an environment of accountability.
- Facilitate education as required to ensure consumer safety.

Quality and Continuous Improvement

- Understand and abide by the National Safety and Quality Health Service (NSQHS) Standards.
- Understand and abide by the Aged Care Quality Standards.
- Practice self-reflection and awareness, identify skills and knowledge gaps and seek assistance and supervision when required.
- Adopt a quality mentality and actively look for ways we can improve our service and clinical care offers.
- Create a continuous improvement environment by supporting each other to learn, providing guidance, clinical supervision, and mentoring and precepting.

Infection control

- Understand the responsibility for minimising the risk of acquisition or exposure of infections to patients, residents, visitors and health care workers, arising from activities within the health care environment.
- Use infection control risk management strategies.
- Perform the '5 moments of hand hygiene' during all direct and indirect patient care.
- Care staff must be regularly assessed for Aseptic Technique competency.
- Ensure understanding of and compliance with Policies and Procedures associated with infection control and immunisation.

Person-Centred Care

- Ensure that all consumers, their families, visitors, and our colleagues are treated with respect and dignity.
- Listen to and collaborate with our consumers to understand their personal experiences to provide flexible care that complements their unique characteristics and supports them to live their best life.
- Support our consumers to understand and learn about their health.
- Involve consumers and their advocates in their healthcare decisions.
- Respect healthcare decisions made by consumers.
- Ensure your practice and the service provided to consumers is free from discrimination based on age, gender, gender identity, sexual orientation, disability, employment status, cultural background, or religious beliefs.

Key Selection Criteria

- Hold a relevant qualification as a Registered Nurse and current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Be interested in or have already completed Haemodialysis training. This is not essential to the position.
- Be able to step up into the **Grade 5 Hospital Coordinator** role after hours if required.
- Have excellent communication skills to liaise with residents, patients, families, and colleagues.
- Be passionate about ensuring the dignity of our consumers.
- Demonstrate ability to provide nursing care to individuals within a range of clinical settings including Acute Care, Aged Care, Haemodialysis, and Urgent Care.
- Be passionate about listening and collaborating with all consumers to understand their personal preferences and helping them to live their best lives.
- Demonstrate your commitment to providing contemporary clinical practice.

- Understand clinical risk and strategies to minimise and manage clinical risk factors.
- Regularly undertake continuing professional development and quality improvement activities.
- Have excellent computer skills with experience using clinical IT systems including iPM and Manad.
- Demonstrate understanding of the Aged Care Funding Instrument (ACFI).

Relevant information

YDHS is responsible for employing and contracting applicants who meet stringent community and public and public sector expectations. Applicants shall be required to provide and maintain:

- An original National Police Record Check completed within the last twelve (12) months prior to commencement.
- An employee Working with Children Check.
- A NDIS Worker Screening Check.
- Provide evidence of three (3) doses of the Covid-19 vaccine.
- Relevant professional registrations.
- Complete a Pre-existing injury declaration form.
- Undergo any other relevant checks, education or licencing as directed at own cost.

Employee agreement

I have read and understand the above Position Description and acknowledge this reflects in general the duties, responsibilities and accountabilities of this position, and other duties may be required to successfully perform my duties.

I am committed to the YDHS vision, mission, values and strategic plan.

Employee name: _____

Employee signature: _____

Directors name: _____

Directors signature: _____

Date: ____/____/____

Version control: _____

Written: 12/2010

12/2012, 04/2013, 03/2013, 04/2014, 09/2014, 08/2015, 08/2019,

Reviewed: 10/2020, 11/2020, 01/2022, 03/2022. 01/2023, 10/2023

