



KAMS

Kimberley Aboriginal Medical Services Ltd

JOB DESCRIPTION FORM: KRS Registered Nurse Level 2 & Senior Aboriginal Renal Health Worker

Position title: KRS Registered Nurse Level 2 & Senior Aboriginal Renal Health Worker

Reports to: Clinical Nurse Specialist

Supervision of: Registered Nurse, Aboriginal Health Worker, Patient Care Assistant, Aboriginal Care Coordinator, Enrolled Nurse, Administration Assistant and others assigned to the Renal Health Centre

Award: Nurses Award 2020 / ACCHS Award

Classification: Nurse / AHW

About Kimberley Aboriginal Medical Services:

KAMS (Kimberley Aboriginal Medical Services Ltd) is a regional Aboriginal Community Controlled Health Service (ACCHS), providing a collective voice and support for a network of member ACCHS from towns and remote communities across the Kimberley region of Western Australia.

KAMS was first established in 1986 as a cooperative between the Broome Regional Aboriginal Medical Service (BRAMS) and the East Kimberley Aboriginal Medical Service (EKAMS) now the Ord Valley Aboriginal Health Service (OVAHS) with membership expanding to Halls Creek health service committee and Fitzroy Crossing community representatives. These communities saw the benefit of sharing pooled resources and collective effort in the region

KAMS provides a wide range of services including: Financial and accounting; Regional population health programs; Social and Emotional Well Being Support; Health Promotion; Information Communication Technology Support; Corporate Services; Accredited health training and education and Research.

While the major role is in regional advocacy and support for member services, KAMS also provides comprehensive primary health care services in the remote communities of Beagle Bay, Bidyadanga, Balgo, Mulan and Billiluna. In 2014 KAMS established Kimberley Renal Services Pty Ltd to manage the provision of regional renal support and dialysis services in Broome, Derby, Kununurra and Fitzroy Crossing.

KAMS is a member of the Aboriginal Health Council of WA (AHCWA – www.ahcwa.org) and of the National Aboriginal Community Controlled Health Organisation (NACCHO – www.naccho.org.au).

Our vision is to:

Improve the health and wellbeing of Aboriginal people in the Kimberley.

We will achieve this vision by:

- Supporting our member services to be strong, independent and effective ACCHO's
- Ensuring we provide quality preventative and primary healthcare services to communities we service
- Providing leadership and advocacy on Kimberley Aboriginal health issues
- Ensuring we are an effective, accountable and sustainable organisation
- Building a skilled and sustainable Kimberley Aboriginal health workforce

Our mission is to ensure:

We are managed and controlled by Kimberley Aboriginal people, are locally and nationally recognised as an effective advocate for the Kimberley Aboriginal health sector and provide and support the provision of effective holistic and culturally appropriate primary health care services for Kimberley Aboriginal people.

We define Aboriginal Health as:

Not just the physical wellbeing of an individual, but the social, emotional and cultural wellbeing of the whole community in which each individual is able to achieve their full potential as a human being, thereby bringing about the total wellbeing of their community. It is a whole of life view and includes the cyclical concept of life-death-life.

Staff may not smoke while in uniform or when they are acting in an official capacity off site. Smoking is prohibited in and around all buildings, vehicles and grounds.



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www.kams.org.au

Position Summary:

1. Manage a client case load and deliver culturally safe nursing care in accordance with unit protocols and best practice guidelines
2. Coordinate the shift and support the skill development of junior staff
3. Contribute to the development and implementation of a KRS continuous quality improvement framework.

Contribute to the ongoing development of regional renal services.

Kimberley Aboriginal Medical Services is a smoke-free organisation and smoking is prohibited in and around all buildings, vehicles and grounds.

Relationships

Internal

- All Kimberley Renal Services Staff
- Kimberley Aboriginal Medical Service Staff

External

- Visiting Nephrology Specialist
- Aboriginal Medical Services staff throughout the Kimberley
- Other members of the multidisciplinary team
- Western Australian Country Health Service (WACHS)
- Fresenius Medical Care (FMC)
- Tertiary hospitals
- St John Ambulance

Duty Statement and Key Responsibilities:

1. **Manage a client case load and deliver culturally safe nursing care in accordance with unit protocols and best practice guidelines**
 - Ensure care is provided in a culturally safe and sensitive manner
 - Provide care in accordance with unit protocols and within the scope of practice as set out by Australian Health Practitioner Regulation Agency (AHPRA).
 - Adhere to KRS and KAMS policies and procedures at all times
 - Ensure delivery of care is provided utilising Aboriginal Health Workers and Aboriginal Care Coordinator to ensure cultural safety at all times
 - Evaluate and adjust treatment parameters in relation to clients' response to treatment and monthly blood tests, in accordance with unit policies and consultation with medical staff where necessary
 - Promote clients' health and independence by empowering clients and their families, through education and positive feedback
 - Take responsibility for own learning needs; ensuring individual yearly mandatory training is maintained and seek learning opportunities
 - Ensure safe practice and compliance with unit protocols which includes the Renal Medication Administration Competency Assessment and standing orders in relation to the storage and administration of medication at the Renal Health Centre
 - Adhere to the Kimberley Standard Drug List and Medicines and Poisons Act
 - Follow machine maintenance regimes, monitor and seek technical assistance when necessary
 - Complete manufacturers work register and report repairs on LogiQC
 - Deliver nursing care utilising a high level of skill in assessment, planning and implementation of dialysis care, prioritising care and initiating emergency procedures as necessary. Refer patient to primary health care provider when appropriate



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- Consult with Renal GP and Nephrologist to ensure optimal patient care
- Coordinate weekly multi-disciplinary meetings
- Coordinate the transfer of patients from other Renal Health Centres and hospitals that are linked to KRS services such as Darwin Hospital and Royal Perth Hospital.
- Ensure comprehensive handover to the next shift and Nurse Unit Manager regarding the transfer of hemodialysis patients and dialysis sessions.
- Ensure assigned portfolios are managed by unit staff and provide support as required.
- Maintain regular communication with the Primary Health Care Providers' key stakeholders to ensure patient care is coordinated seamlessly between the Renal Health Centre and multi-disciplinary team
- Maintain ANZDATA and key performance indicators
- Undertake higher duties in the absence of the Nurse Unit Manager as required
- Provide support to the Nurse Unit Manager to ensure delivery of service

2. Coordinate the shift and support the skill development of junior staff

- Coordinate the shift whilst supporting junior staff and manage clinical situations where appropriate.
- Demonstrate an advanced level of renal nursing skills and act as a renal clinical resource to other staff and health team members.
- Support staff in their day to day clinical practice assisting with assessment and problem solving as required.
- Work as part of the preceptorship team implementing the preceptorship program in consultation with the NUM and Operations Manager
- Work with the NUM and Operations Manager with staff skills assessment and mandatory competencies
- Provide in-services up-skilling for all staff

3. Contribute to the development and implementation of a KRS Continuous Quality Improvement (CQI) framework.

- Work alongside the Nurse Unit Manager, Operations Manager to develop and maintain CQI, OSH and infection control practices within the unit in accordance with ISO and LARU standards.
- Promote the use of Caring for Australians with Renal Impairment (CARI) guidelines Kidney Disease Outcomes Quality Initiative (KDOQI)
- Contribute to the development and evaluation of clinical policies and procedures

4. Contribute to the ongoing development and operation of regional renal services.

- Assist with the operation of all renal health care services provided by KRS

Please note that the duties outlined in this position description are not exhaustive, and only an indication of the work of the role. The organisation can direct you to carry out duties which it considers are within your level of skill, competence and training and scope of practice

Selection Criteria:

Essential

- Holds a certificate in Nursing and a current Australian Health Practitioner Regulation Agency registration
- Experienced Registered Nurse or Senior Aboriginal Health Worker with advanced renal clinical skills, knowledge and a minimum 5 years' experience in the renal field, including acute and in centre dialysis.
- Ability to work as part of an on call roster when required
- Ability to function effectively in emergency and stressful situations and a changing work environment.
- Commitment to the philosophy and practice of Aboriginal Community Control.
- Well-developed interpersonal communication and organisational skills.
- Ability to work as an effective team member and role model.
- Ability to maintain confidentiality at all levels.
- Current Federal Police clearance.
- Sound computer skills.
- "C" class driver's license.



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Desirable

- Previous experience in working in the Aboriginal Community Control sector.
- Experience in working in rural and remote locations
- Post graduate Certificate in Nephrology
- Certificate IV in Training & Assessment

Certification:

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

KAMS CEO

Signature: _____ Date: ____/____/____

As occupant of the position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name of employee: _____

Date Appointed: ____/____/____

Signature: _____ Date: ____/____/____