


Position Description

POSITION TITLE		Registered Nurse			
REFERENCE/POSITION NUMBER		BHE0017			
DEPARTMENT		Blue Haven			
ACCOUNTABLE TO		Manager Care and Operations			
SUPERVISOR		Assistant Care Manager			
DIRECTLY SUPERVISES		16-18			
INDIRECTLY SUPERVISES		0			
VOLUNTEERS SUPERVISED		0			
GRADE	RN 1-8	STATUS	Casual	TYPE	Casual
HOURS	Various		LOCATION	Blue Haven Home	
MOBILE PHONE	No		LAPTOP	No	
VEHICLE		No vehicle			
LAST UPDATED		6/08/2019			



RESPECT

We treat others as we expect to be treated
- in a fair and professional manner.



INNOVATION

We champion change in order to provide superior services to our community.



INTEGRITY

We are open, honest and ethical in our behaviours
- at all times.



TEAMWORK

We are one team - working together with trust and commitment to achieve shared goals.



EXCELLENCE

We aspire to be the best
- in everything we do.

OBJECTIVES

- Provide safe compassionate person centred care within Blue Haven Care Home ensuring safe and appropriate care is delivered in collaboration with residents, families, carers and colleagues to achieve identified outcomes and goals with the mission statement and values of Blue Haven Care.

SELECTION CRITERIA

ESSENTIAL

- Registered Nurse with current Authority to Practice with APHRA.
- Experience delivering aged care within ethical boundaries.
- Demonstrated application of evidence based practice and critical thinking related to resident care.
- Experience in advocating, planning and implementing individualised person centred care.
- Communication and conflict resolution skills with a strong customer focus.
- Demonstrated ability to apply and share professional knowledge to enhance resident care.
- A passion for caring for the elderly.

DESIRABLE

- Qualifications in Dementia.
- Strong ACFI knowledge.

DUTIES

- Deliver quality, efficient and effective person centred care which meets the needs of residents their families and carers.
- Provide supervision and mentoring to care staff including the supervision of students.
- Provide education to staff including reactive and proactively to maintain a high standard of care to residents.
- Work closely with Manager Care and Operations and Assistant Care Manager to ensure care standards are maintained.
- Be a role model for others in the facility and ensure leadership within an environment of constant change and have an ability to adapt and promote these changes.
- Develop and maintain individual resident's assessments and care plans in accordance with residents needs, policy and procedure.
- Take a leadership role with ACFI and ensure that all team members attend to the daily requirements.
- Monitor and review person centred care to residents.
- Delegate tasks to other staff to ensure resident care is maintained.
- Organise and conduct allocated residents case conferencing under guidance of the Manager Care and Operations and Assistant Care Manager.
- Contribute actively to continuous improvement including ongoing improvements to the Facility's policies and procedures.
- Ensure appropriate register of drugs are kept and recorded in accordance with relevant legislation
- Assist to establish and maintain effective communication systems within the Facility and with resident's families.
- Participate in team meetings and in-service training and development.
- Accompany Medical Officers on consultations.
- Supervise staff and address areas of concern in relation to manual handling, occupational health and safety, infection control, team work and the provision of care.
- Employ the policies and practices of Blue Haven Aged Care Facility and ensure staff compliance with these policies and practices.
- Attend to roster vacancies and staff replacement outside roster clerk hours.

CORPORATE RESPONSIBILITIES

RESPECT AND DIGNITY

All employees are required to:

- Promote respect for others and fairness and equity, acting in accordance with principles of EEO and Anti-Discrimination
- Demonstrate respect for others and contribute to a positive work environment
- Take appropriate action to prevent bullying, harassment and discrimination of others
- Identify and minimise exposure to risk for self and others

INTEGRITY

All employees are required to:

- Comply with the Code of Conduct and all relevant legislative requirements, Council plans, protocols, policies and procedures
- Work within budget and time constraints to optimise outcomes while balancing resource requirements
- Apply policies, protocols and guidelines equitably and without personal bias
- Model Council's Values
- Use and protect Council's information, resources, equipment and systems in accordance with relevant protocols, policies and legislation

INNOVATION

All employees are required to:

- Identify and, in consultation with their supervisor, initiate opportunities for improvements in processes and service and waste minimisation
- Seek to understand and embrace relevant best practice and industry trends relevant to own work area
- Participate in ongoing learning and embrace relevant technology and change

TEAMWORK

All employees are required to:

- Actively share information, knowledge and skills with others to optimise organisational performance
- Take interest in and provide feedback on corporate initiatives
- Work positively and proactively with others, and to the best of your ability, to deliver organisational outcomes
- Provide support and advice, to others, in own area of expertise

EXCELLENCE

All employees are required to:

- Meet or exceed functional responsibilities and service level agreements described in position description and operational plans
- Support and use contemporary frameworks designed to optimise systems and processes
- Demonstrate an understanding of the needs of internal and external customers, as relevant to the role, anticipating and meeting their needs with the parameters of Council requirements
- Ensure current competence and relevant accreditation/licencing
- Follow safe and ethical practices to minimise risk to self and others
- Actively participate in relevant training and seek opportunities for ongoing learning as applicable
- Report incidents, illnesses and injuries immediately and take appropriate follow-up action if required

WORK, HEALTH AND SAFETY AND EQUAL EMPLOYMENT OPPORTUNITY RESPONSIBILITIES

In addition to the overall corporate responsibilities listed above and the statements below, you are required to perform your duties in accordance with this Position Description, Council's Code of Conduct, policies, protocols and procedures.

Work Health and Safety (WHS)

- Follow safe practices/procedures to perform your duties in a manner, so as not to put yourself or others at risk of harm
- Participate in development of safe work methods and risk assessments with your supervisor when required
- Actively participate in WHS inductions and training when required
- Wear personal protective equipment (PPE) in the prescribed manner and when specified
- Participate in workplace inspections if required
- Take care of any plant or equipment of any kind, including computer and other telecommunication devices
- Participate in emergency preparedness training, including any required knowledge for business continuity plans
- Report all hazards, near misses and damage to Council's property to the responsible Manager

Certificates of Competency / Licences

- Where required for the position, either by legislation or through Council's policies, protocols and procedures, maintain all certificates, licences, operative training etc for the group, and advise the responsible Manager of any change to these, including vehicle licences.

Injury Management

- Report all injuries/illnesses to the responsible Manager immediately
- If injured at work, actively cooperate and participate to comply with obligations imposed under injury management and return-to-work plans where applicable

Risk Management

- Report any potential public liability and professional indemnity exposures in your workplace to the responsible Manager

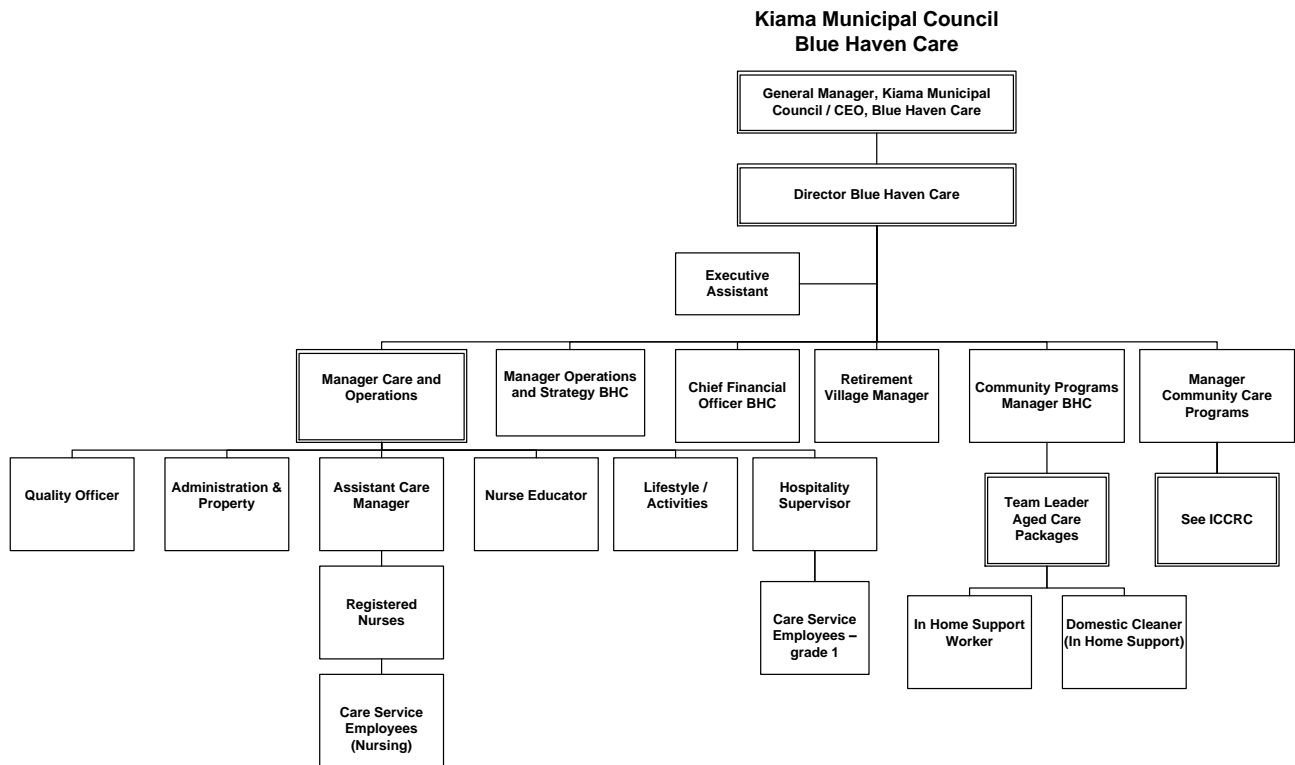
Equal Employment Opportunity (EEO)

- Work to the best of your ability and provide quality service to customers
- Recognise the skills and talent of other staff members
- Act to prevent bullying, harassment and discrimination against others in your workplace
- Respect differences among your colleagues and customers such as cultural and social diversity
- Treat people fairly - don't discriminate against, bully or harass them
- Work in keeping with the Kiama Municipal Council's EEO management plan and other EEO policies

DELEGATIONS	
FINANCIAL DELEGATION:	Nil
RESPONSIBILITY DELEGATION:	Act in accordance with Instrument of Delegation.
NO OF CONTRACTS MANAGED:	None
ANNUAL VALUE OF CONTRACTS MANAGED:	None
CONTROL AND MANAGEMENT OF EXPENDITURE PER ANNUM:	No responsibility
BUDGET DEVELOPMENT:	None

CONDITIONS OF EMPLOYMENT		
AWARD/AGREEMENT	Nursing Homes and Nurses c. (State) Award	
PROTOCOLS:	Employees are to comply with Council's Code of Conduct and Council protocols at all times.	
PRE-EMPLOYMENT REQUIREMENTS:	<ul style="list-style-type: none"> Physical and mental capability to perform the inherent requirements of the position 	
	<ul style="list-style-type: none"> Proof of ability to legally work in Australia 	
	<ul style="list-style-type: none"> Pre-employment screening to Australian Standards in Employment Screening. 	
	<ul style="list-style-type: none"> Criminal record check 	Yes
	<ul style="list-style-type: none"> Pre-employment medical 	Yes
	<ul style="list-style-type: none"> Working with children check 	No

REPORTING RELATIONSHIPS



I have read the above position description for my role; I accept the responsibility for achieving the above duties and understand that I am accountable for their achievement.

Employee Signature:

Date: Drop down for date