

Position Description

There to care. Here for good.

Position Title:	Clinical Nurse
Reports to:	Residential Services Manager
Salary / Classification Level:	Helping Hand Health Professionals Collecting Workplace Agreement 2016
Reporting to this Position:	Registered Nurses/ Enrolled Nurses

Purpose of the Position

The Clinical Nurse is accountable to the Care Services Manager for the provision of quality nursing care to residents in accordance with the mission, philosophy, policies and procedures of Helping Hand Aged Care. The Clinical Nurse has highly competent clinical and critical thinking skills to efficiently coordinate and deliver resident care in collaboration with the other health professionals whilst maximising efficient use of resources. The application of that knowledge and experience ensures resident's needs are met and clinical standards are maintained within the multidisciplinary team environment.

Your Team

The Clinical Nurse leads a team of clinical and service staff to ensure high-quality, person-centered services are delivered to the client.

They operate as part of a multidisciplinary team, which can include Registered Nurses, Enrolled Nurses, Care Workers, Allied Health Professionals, Hotel Services Staff, Lifestyles Staff and Administration Staff.

Other Key Relationships

The Clinical Nurse is expected to develop and maintain professional relationships with clients and their community (family, friends and others).

They will also collaborate and work with other nurses and staff on activities and projects supporting the broader business outcomes.

The Clinical Nurse leads by example to form professional networks with other nurses internally and externally, in particular to support their continued development and professional practice.

Key Outcomes and Responsibilities

- / To coordinate effective assessment, planning, delivery and ongoing evaluation of care and service to residents in collaboration with the multi-disciplinary team. This includes all aspects of daily living such as physical and psychological needs.
- / Assist the Care Services Manager in ensuring that all relevant legislative requirements pertaining to care delivery are complied with at all times and ensure staff awareness of those requirements.
- / Assist the Care Services Manager and Residential Services Manager to ensure cost effective service delivery through effective use and control of organisational resources in meeting resident's needs.
- / Actively participates in quality activities that ensure the provision of excellent resident outcomes including compliance with accreditation standards.
- / Undertakes effective management of the clinical care setting.
- / Responsible for and accountable for taking reasonable steps to ensure his/her own health and safety at work.

- / Increases the knowledge and skills of staff in the clinical setting including support, direction and education to newer or less experienced staff.
- / Establishes and maintains communication that facilitates teamwork and multidisciplinary collaboration and supports all staff in the provision of care to residents.
- / Participates in action research and policy development within the practice setting.

Selection Criteria

Essential

- / Current practicing Certificate as a Registered Nurse with the Australian Health Practitioners Regulation Agency.
- / Demonstrated experience in a team leadership role including workload management, performance management and critical and reflective thinking skills in decision making and problem solving.
- / Ability to communicate with a range of people including older people, staff, volunteers and visitors, particularly in relation to care of residents.
- / Good written communication skills including experience in preparing routine documentation related to care notes, preparation of reports and analytical and critical thinking skills.
- / Demonstrated commitment to continual professional and personal development.
- / Demonstrated understanding of quality assurance and continuous improvement.
- / Demonstrated high level of interpersonal skills, with ability to liaise with people from a diverse range of backgrounds and the ability to be cross culturally sensitive.
- / Valid NDIS Worker Screening clearance or be willing to obtain one.

Desirable

- / Demonstrated understanding of the aged care sector and contemporary issues relating to the Aged Care Industry
- / Post basic qualifications relevant to aged care
- / Previous experience in a Clinical Nurse role
- / Current First Aid Certificate

Customer Service, the Helping Hand Way

We deliver our service guided by our *Five Golden Standards*

- 1 We always offer choice.
- 2 We engage.
- 3 We speak clearly, politely and respectfully.
- 4 We deliver on our promises.
- 5 We make their day!

Helping Hand's Code of Conduct

Our Code of Conduct reflects *The Helping Hand Way* and expects you to act with:

Compassion

- / Demonstrate your concern for others and do everything you can to help.
- / Recognise and consider people's feelings and circumstances.
- / Treat others with respect, courtesy, care and compassion.
- / Support and value the contribution of other team members.

Respect

- / Recognise and consider people's feelings, choices and rights.
- / Maintain the privacy and confidentiality of others at all times.
- / Conduct yourself with honesty, fairness and integrity.

Excellence

- / Undertake your work with professionalism, to a high standard and with the appropriate skill and care.
- / Take responsibility for your actions and behaviours.
- / Strive to improve the quality of services to our clients and to each other.
- / Go the extra mile in order to deliver the best outcomes.
- / Strive to create new and better ways of doing things.

Community

- / Foster connection with our clients, our teams, each other and our community.
- / Value and support difference in our community and value the contribution that difference provides to us.

Work, Health & Safety

Arrive Safe, Work Safe and Go Home Safe

- / Make sure you keep your safety and others safety top of mind. Work safe all the time!
- / If you notice someone doing something unsafe, ask them to stop or find a safer way.
- / Do the training we ask you to do, it's for your own and others safety.
- / If you notice something that is a potential risk or hazard to your safety or others safety, report it. Hazards can turn into accidents! Watch out for spills, things in the way of people, equipment that isn't working.
- / If you report it, be a part of the solution. We need your ideas, solutions and feedback.
- / If you need equipment to do your job safely, make sure you use it. It's there to keep you safe.
- / If equipment isn't working properly, tell everyone around you and then tell us so we can fix it.
- / If you are involved in an incident or are injured, tell us straight away. Your supervisor will be able to help you.