

POSITION DESCRIPTION

Aged and Disability Nurse

Reports to:	Aged and Disability Operations Manager	Division:	Aged and Disability Services
Award:	Nurses Award 2020	Direct Reports:	Nil
Classification:	Registered Nurse Level 2 Pay Point 1 – 4	Approved by:	Chief Executive Officer
BRAMS Classification:	Registered Nurse Level 1 – 4	Date approved:	27 July 2022

ORGANISATIONAL CONTEXT

The Broome Regional Aboriginal Medical Service (**BRAMS**) is an Aboriginal Community Controlled Health Service which has been caring for the Broome community for more than 40 years. When we first opened our doors in 1978, BRAMS was the first remote Aboriginal Medical Service in Western Australia.

BRAMS provides comprehensive, holistic and culturally responsive primary health care, social and emotional wellbeing services, and NDIS support to Aboriginal people living in Broome. BRAMS delivers more than 40,000 of occasions of service each year. BRAMS delivers services in accordance with our Model of Care.

Our Vision

Healthy People – Strong Community – Bright Future

Our Mission

Provide holistic and culturally responsive health and wellbeing services for Aboriginal and Torres Strait Islander People. That means making our Mob healthy.

POSITION PURPOSE

The primary role of this position is to provide high quality person centred nursing services to Aboriginal and Torres Strait Islander Consumers. A key function of this position will be the provision of care to people with disability and frail aged people ensuring consumers maintain optimal independence, have quality of life, and are treated with dignity in a safe environment.

This is a position for either a Registered Nurse or Enrolled Nurse.



KEY RESULT AREAS	MAIN DUTIES
Clinical Services	<p>Deliver holistic, professional, evidence based nursing care to consumers including but not limited to:</p> <ul style="list-style-type: none"> > Deliver quality nursing care, maintaining an orderly, safe, clean environment. > Provide care directed at the safety, comfort, clinical need, and personal hygiene of consumers. > Carry out relevant assessments of health needs as required. > Assist in the development of nursing plans encouraging participation from the consumer and family members or carers, being aware at all times of their right to privacy and dignity. > Liaise with the multidisciplinary team to ensure the provision of nursing care. > Administer medication within scope of practice and according to BRAMS policies and procedures. > Observe, assess, record and report on progress of consumers as appropriate. > Ensure that all consumer records are accurately maintained. > Provide services in accordance with the BRAMS Model of Care. > Participate in weekend roster and/out of hours acute treatment as required.
Professional Leadership	<p>Maintain ongoing professional knowledge and skills including but not limited to:</p> <ul style="list-style-type: none"> > Apply the principles of evidence based practice via professional training and professional development. > Attend relevant training as required and participate in regular professional development activities. > Provide advice and support to staff members regarding effective ways to address mental health and social and emotional wellbeing needs of consumers. > Contribute to the design, development and evaluation of BRAMS' mental health and psychological programs and services.
Personal Accountability	<p>Compliance with BRAMS' values, code of conduct, policies and procedures and relevant government legislation and standards including but not limited to:</p>



	<ul style="list-style-type: none"> > Work collaboratively with BRAMS employees and external stakeholders in accordance with BRAMS' values and professional standards of behaviour. > Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace. > Identify opportunities to integrate and work collaboratively across teams. > Promote a positive safety culture by contributing to health and safety consultation and communication.
Quality and Risk	<p>Practice complies with delegated scope of practice including but not limited to:</p> <ul style="list-style-type: none"> > Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations. > Comply with all BRAMS Policies and Procedures. > Liaise with the Aged and Disability Operations Manager and the Senior Medical Officer on any clinical issues. > Report areas of serious risk to the Aged and Disability Operations Manager and work together to mitigate those risks.
<p>The duties outlined in this Position Description are not exhaustive and are only an indication of the work of the role. BRAMS reserves the right to vary the Position Description.</p>	

KEY PERFORMANCE INDICATORS

The employee will be required to participate in the development of an individual workplan which will include key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to BRAMS values and strategic directions.

**KEY RELATIONSHIPS****Internal**

CEO	The CEO may make day to day requests for support and information from the Aged and Disability Nurse.
Aged and Disability Operations Manager	The Aged and Disability Operations Manager is the first point of contact for the overall direction of work and will provide support and supervision to the Aged and Disability Nurse.
Aged and Disability Services Manager	The Aged and Disability Nurse may receive guidance and direction from the Aged and Disability Services Manager.
Consumers	The Aged and Disability Nurse will develop and maintain caring, supportive, professional relationships with consumers ensuring professional boundaries are established and maintained.

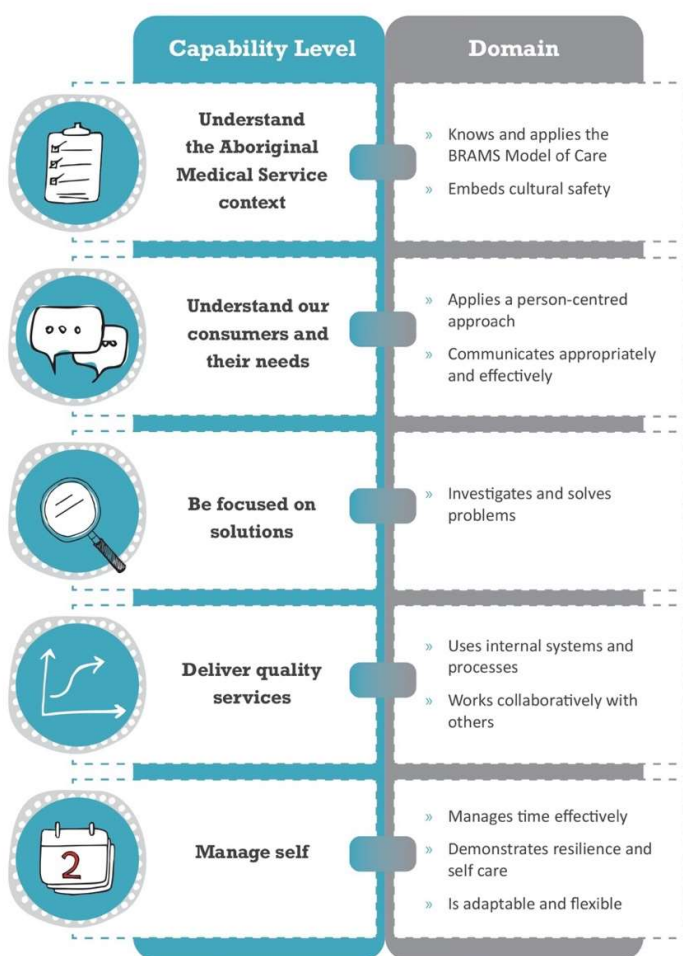
External

External Stakeholders	The Aged and Disability Nurse will develop and maintain strong links with external stakeholders in the delivery of the Aged and Disability Program.
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WORKFORCE CAPABILITY FRAMEWORK

BRAMS is operating in a rapidly changing environment which requires our workforce to build capabilities and quality to enable - and drive - sector reforms, particularly the Closing the Gap initiative. These stages of work can be thought of as 'domains', and are intended to be consistent with BRAMS' Model of Care. Each domain comprises several capabilities that enable BRAMS staff to achieve the objectives of that stage of work. These domains and capabilities combine to form the capability framework for BRAMS.










CAPABILITY LEVELS FOR THE POSITION

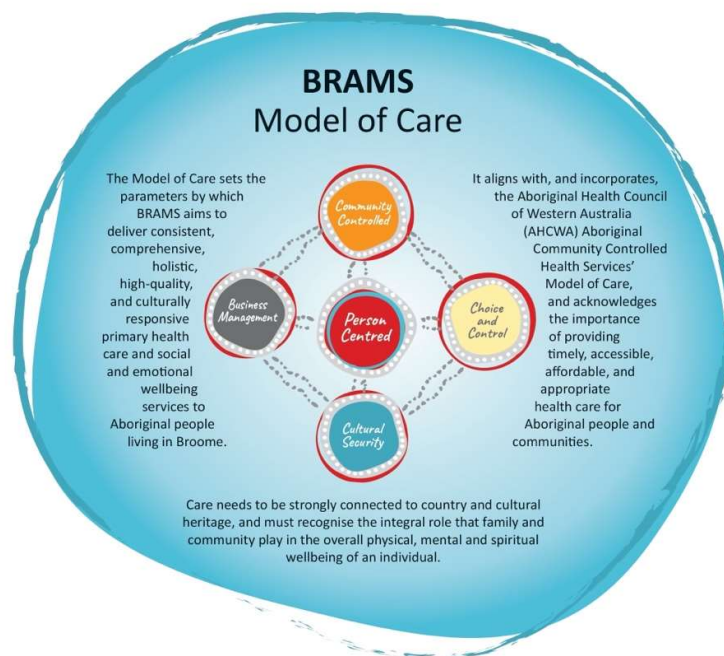
Capability levels for the position are as follows and reflect a progressive increase in complexity and skill:

Foundational > Established > Leading

CAPABILITY	DOMAIN	LEVEL
 Understand the Aboriginal Medical Service context	Knows and applies the BRAMS Model of Care	ESTABLISHED
	Embeds cultural safety	ESTABLISHED
 Understands our consumers and their needs	Applies a person-centred approach	ESTABLISHED
	Communicates appropriately and effectively	ESTABLISHED
 Be focused on solutions	Investigates and solves problems	ESTABLISHED
 Deliver quality service	Uses internal systems and processes	ESTABLISHED
	Works collaboratively with others	ESTABLISHED
 Manage self	Manages time effectively	ESTABLISHED
	Demonstrates resilience and self-care	ESTABLISHED
	Is adaptable and flexible	ESTABLISHED

BRAMS MODEL OF CARE

The BRAMS Model of Care is an expression of our collective goals of delivering high quality comprehensive health and wellbeing for Aboriginal people. Our Model of Care is defined in the figure below.



VALUES

The values of BRAMS are used to indicate the type of conduct required by our employees and the conduct that our consumers can expect from our service:

- **Respect:** Treat one another and others with respect.
- **Integrity:** Be truthful, honest and ethical in our dealing with one another and others.
- **Accountability:** Take responsibility for what we do and the decisions we make.
- **Quality:** Provide high quality services that meet the expectations of our clients and the community.

**EMPLOYMENT SCREENING**

Employees are required to demonstrate that they have undergone appropriate employment screening in accordance with BRAMS Employment Screening Policy. The following checks will be required for this role:

- | | |
|---|---|
| <input checked="" type="checkbox"/> National Police Check | <input checked="" type="checkbox"/> Pre-Employment Medical Assessment |
| <input checked="" type="checkbox"/> Working with Children Check | <input checked="" type="checkbox"/> National Disability Insurance Service Check |
| <input checked="" type="checkbox"/> AHPRA Verification Check | <input checked="" type="checkbox"/> Drivers Licence Verification Check |
| <input type="checkbox"/> Passenger Transport Driver Check | <input checked="" type="checkbox"/> COVID-19 Vaccination |

SELECTION CRITERIA

Candidates for the position of Aged and Disability Nurse must address the following selection criteria:

Essential Criteria

- > Full registration with the Australian Health Practitioner Regulation Agency (AHPRA) as either a Registered Nurse or Enrolled Nurse.

Desirable

- > Demonstrated experience or understanding of health and wellbeing issues affecting Aboriginal and Torres Strait Islander people, including a demonstrated awareness of and sensitivity to Aboriginal culture and history.
- > Experience in the aged care or disability services sector.
- > Demonstrated experience providing comprehensive health care to people living with complex care needs.
- > Demonstrated ability to maintain absolute confidentiality regarding patient and practice information.
- > Knowledge and ability to use evidenced based clinical assessment tools.
- > Demonstrated computer proficiency, including the use of Microsoft Office applications, clinical record and data management systems and software, as well as proficiency in report writing and demonstrated ability to develop, organise and maintain clinical records and reports in a timely manner.

ROLE ACCEPTANCE

I have read and understood the responsibilities associated with this role the organisational context and the values of BRAMS as outlined within this document.

Employee Signature:

Date: