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| **POSITION DESCRIPTION** | |
| **Position Title:** | Registered Nurse |
| **Service/Facility/Department:** | Residential Aged Care Facilities |
| **Direct Reports:** | Care Staff (eg. Personal Care Workers or Assistants in Nursing) |
| **Key Relationships:** | **Internal:** Clinical Nurses, Registered Nurses, Enrolled Nurses, Allied Health, Personal Care Workers or AINs, Administration staff. |
| **External:** Residents, residents’ family and friends, referral agencies, doctors, nurses, agency staff, hospital staff |

**Position Statement / Overall Purpose**

The overall purpose of the Registered Nurseis to provide comprehensive and accurate nursing assessments, and to plan care based on the outcomes of assessment utilising contemporary evidence based clinical knowledge and case management of residents.

The Registered Nurse is also responsible for working in conjunction with professional colleagues and other relevant agencies external to Anglicare Southern Queensland (Anglicare) to ensure all care needs are met and thereby upholding the mission and purpose of the organisation.

The Registered Nurse will work in accordance with the values of Anglicare and support core business by providing service, guidance and advice within this position’s specialty area.

**Position Specific Credentials, Qualifications and Other Requirements**

* Current National Police Check
* Undergraduate degree in nursing
* Current registration with AHPRA and evidence of recent practice
* Ability to work a 24/7 rotating roster including working on weekends and public holidays as required.
* Required to be on-call.

**Key Selection Criteria**

1. Demonstrated experience in the coordination and clinical evaluation of aged care residents.
2. Working knowledge of accreditation standards and ACFI or the ability to acquire.
3. Demonstrate competence in clinical and problem solving skills.
4. Well developed oral and written communication skills, including the ability to write clear and concise care plans.
5. Ability to work effectively, respectfully and collegially in team environment.
6. Knowledge of quality management and continuous improvement process.
7. Knowledge of legislative requirements of residential aged care including the Aged Care Act and Workplace Health and Safety regulations and requirements.

**Key Accountabilities and Responsibilities**

1. **Accountability: Professional Conduct**

***Perform all clinical practice in a manner that complies with all relevant legislative, common law, regulatory requirements and professional standards affecting nursing practice.***

**Responsibilities:**

* Maintain registration requirements of AHPRA and adhere to all legislative and regulatory requirements.
* Be aware of and comply with legislative and organisational requirements relating to Workplace Health and Safety and infection control.
* Individually conduct practice in a manner consistent with professional standards and ethical principles.
* Provide clinical care to residents and support to their families which respects and protects their rights, maintains their privacy and confidentiality.
* Demonstrate collegiality, respect and team work within the work environment.

1. **Accountability: Clinical Knowledge & Skills**

***Possess, apply and continually develop contemporary clinical knowledge to effectively support Residents when developing and delivering planned care to meet their needs.***

**Responsibilities:**

* Demonstrate contemporary nursing knowledge and skills by maintaining practice standards in alignment with professional registration requirements.
* Actively participate in professional development activities (internally and externally) to maintain contemporary nursing knowledge and skills as well as acquire new knowledge and skills.
* Complete competencies as required.

1. **Accountability: Assessment & Care Planning**

***Effectively manage care needs of Residents and demonstrate effective utilisation of available resources.***

**Responsibilities:**

* Conduct and document assessments accurately, representing residents current status and requirements, while complying with Anglicare policies and procedures.
* Develop holistic and effective care plan from assessment.
* Participate in the completion of ACFI Documentation and assessments.
* Identify and mobilise appropriate resources to deliver care.
* Effectively communicate with Residents and other key stakeholders in ongoing development and review of care delivery.
* Regularly review Residents progress against the care plan and amend as necessary.
* Network with Anglicare colleagues and other health care service providers involved in Resident care plans.

1. **Accountability: Direct Care Delivery**

***Personally deliver contemporary clinical care and services to residents, safely and competently.***

**Responsibilities:**

* Coordinate, supervise and monitor delivery of care by care staff (including but not limited to ENs, AINs, PCWs and other support staff) and delegate tasks appropriately.
* Communicate and liaise with the residents’ GPs and other Allied Health Professionals.
* Administer all medications in accordance with the Drug Health and Poisons Act and the GP’s prescribed orders.
* Undertake direct care to Residents in a safe and competent manner.
* Coordinate hospital transfers and outside appointments.
* Effectively communicate with and inform families of residents status, progress, care plan etc.
* Ensure resources and/or knowledge of self and others is utilised to deliver care in the most optimal and timely manner.
* Participate in annual and as necessary case conferences with resident’s families.
* Document care provided as per organisational documentation guidelines.

1. **Other Duties and Requirements**

* Maintain confidentiality, including but not limited to information relating to residents, clients and employees of Anglicare and do not disclose information during or after employment.
* Act in accordance with Anglicare’s Code of Conduct and the organisation’s policies and procedures.
* Ensure that credentials and qualifications set out in this Position Description are current at all times.
* Undertake those tasks outlined on a duties list, or any other tasks delegated to you by your manger or supervisor, provided these requirements are safe, efficient, relevant, legal and within your abilities.
* Undertake work practices in a safe manner and comply with work health and safety instructions, within relevant policies and procedures.
* Undergo relevant evaluations and assessments, as requested by Anglicare, to ensure that the physical and functional requirements of the role can be met.

**Delegation of Authority:**

* In accordance with the Anglicare Delegations of Authority Policy.