

Position Description

Registered Nurse – Residential Aged Care

Location	Various
Branch	Residential Aged Care Sites
Reports to	Service Manager or Care Manager
Direct Reports	Nil
Effective date of PD	January 2023
Lutheran Services Position ID #	
Direct Care Minute Requirement:	100%

Primary Objective:

Registered Nurses ensure delivery of quality clinical and person-centred care for residents in our residential aged care facilities promoting wellness and engagement. To ensure the direct care needs of residents are met, through overseeing and evaluating care plans and individualised nursing needs of the residents and effectively communicating changes in conditions with multidisciplinary teams.

Registered nurses supervise and guide enrolled nurses, personal care attendants and domestic staff as required and are responsible for all aspects of care delivery of residents .

Key Relationships and Position Dimensions:

The position will consult, collaborate, and network with:

- Manager
- Staff
- Residents and families
- Visitors
- Volunteers
- Support Centre teams

The position has nil direct reports.

Key Accountabilities:

Leadership Accountabilities:

At Lutheran Services, we place equal value on the outcomes we achieve and the behaviours we demonstrate. Our competency framework provides the basis of behavioural expectations for all employees. All positions are accountable to the values and behaviours set out in the Lutheran Services Competency Framework. The Project Manager Capital Projects is a **Leader of Self**.

Role Specific Accountabilities including Direct Care Minutes:

- Ensure that personalised client needs are met through effective application and appropriate escalation of client feedback.
- Proactively initiate problem-solving and identify areas for improvement to achieve successful outcomes.
- Build strong relationships with team members and clients to work effectively towards common values and goals.
- Actively engage in coaching and feedback to guide development and stay focused, resilient, and values driven.
- Work in a simplified and efficient manner to meet service delivery expectations, client needs and organisational objective.

- Act in a consistent and proactive manner that identifies and utilises resources efficiently to deliver high-quality outcomes.

RNs are responsible for a range of key direct care activities including providing, managing, and overseeing:

- Nursing care procedures including complex nursing and wound management
- Clinical assessments and documentation and formulation and delivery of care plans
- Safe behavioural management in dementia care
- Health emergency responses, including identification of acute deterioration in residents related to falls and infections compounded by co-morbidities
- Palliative care including complex pain management
- Medication administration and management consistent with quality use of medicines guidelines
- Infection prevention and control programs.
- Provide direct care activities to residents.

Please refer to Care Minutes and 24/7 Nursing Requirements Guide – Department of Health & Aged Care for examples of direct care minutes under AN-ACC.

Position Requirements:

Essential:

- Unrestricted Australian Health Practitioner Regulation Agency (AHPRA)
- Degree/post graduate qualification in Nursing
- Must maintain all relevant compliance requirements
- Must maintain all relevant vaccination requirements
- Computer literacy (Microsoft Word & basic Excel)
- Effective English literacy – verbal and written

Desirable:

- Experience in the aged care sector
- Experience in care planning for residents with complex care needs
- Experience with electronic care management systems
- Experience in leading, guiding and supporting team outcomes and performance
- Demonstrated success in building and facilitating strong networks and relationships with key stakeholders
- Experience in planning and delivering plans, programs and projects
- Experience in identifying and facilitating continuous improvement opportunities and documenting processes and procedures
- Advanced computer skills and in particular on the Microsoft applications, Outlook, Excel, Word and Powerpoint, Telstra Health Clinical Manager