

General Information

Position Description: Registered Nurse

Qualifications: Current AHPRA Registration

Responsible to: Care Manager

Purpose of Position

Performs nursing care to client in accordance with an established plan of care in accordance with Right at Home policies and procedures and all other laws and relevant professional standards. The Registered Nurse will coordinate all allocated client related activities within the Right At Home service ensuring that a high quality of consumer directed care is delivered to all clients within the statutory requirements.

Duties

- Actively contributes towards the development, implementation and evaluation of organizational policies, procedures and practices to ensure that the Right at Home service operates within the statutory requirements and maintains a high standard of service within all areas of the organization.
- Adheres to all Right at Home organizational policies and procedures.
- Delivers/supervises/monitors/collaborates with the Care Team staff regarding client care delivery, ensuring that client care plans are followed and regularly evaluated, and that all individual care requirements are met, and that the client's personal beliefs, values and customs are considered and that the rights of clients are protected.
- Participates in Continuous Quality Improvement (CQI) including Work Health and Safety which focus on client satisfaction with the provision of care in their own home environment.
- Promotes the professional development of staff through ongoing training and education programs.
- Aligns own personal management behavior and ethical standards with the values and organizational goals and objectives of Right at Home.
- Supports and implements the philosophy behind the Community Care Common Standards and observes and respects the client's rights, ensuring an environment which promotes safety, security, dignity and optimal health for clients in their own home.
- Acts as an advocate for clients by providing information which assists them to make informed decisions about their care and to promote freedom of choice and to encourage them to exercise their rights.
- Develops and promotes a culture of continuous quality improvement within the Right at Home service, which is aimed at achieving high quality care and services for clients, meeting the requirements of the Community Care Common Standards and fulfilling organizational goals and objectives.
- Knowledge of, and compliance with, all relevant Legislation, Regulatory requirements, Professional Standards and Guidelines which affects the work practices of the individual and those of subordinate staff.
- Ensures that documentation is timely & reflective of client care, assessments and evaluations. Implements audit processes which ensures quality and continuity of care.
- Provides effective leadership, allocating resources effectively and efficiently (human, material and financial) to achieve the objectives and goals of Right at Home.
- Participates in annual competency assessments of all Care Team staff
- Communicates and liaises effectively with key stakeholders both internal and external ensuring that the goals of the organization are met.
- Communicates effectively and maintains harmonious interpersonal relationships with clients and other staff through written, verbal and non-verbal modes. Ensures confidentiality of all information.
- Participates in annual performance appraisal to identify achievements and goals for ongoing professional development.
- Maintains annual CPD requirements as required by AHRHA

Educational Qualifications

- Current AHPRA Registration
- Relevant tertiary qualification (Aged Care, Management) – Desirable
- Certificate in a specific nursing related discipline (Dementia care, geriatric nursing, palliative care) - Desirable

Experience

- Knowledge of the aged care industry/issues or Community In-Home Care, Continuous Quality Improvement, the Aged Care Principles and the Community Care Common Standards – Essential
- Previous experience in Aged Care or related discipline – Desirable

Skills, Knowledge and Abilities

- Meets the competency levels for the Registered Nurse as set out by the Australian Nursing & Midwifery Council (ANC) guidelines, and particular organizational requirements. Community Care Common Standards & the Community Care Charter of Rights and Responsibilities.
- Fulfills the obligations of the Nursing Role for the Registered Nurse including Code of Ethics and Code of Conduct
- Establishes and maintains effective communication and harmonious working relationships.
- Updates knowledge and skills by pursuing continuing professional development.
- Time management and organizational skills
- Ability to develop/implement and evaluate organizational and client focused documentation and systems.
- Analytical and report writing skills
- Ability to create and promote a positive and supportive culture where all staff are valued.
- Ability to manage, direct and supervise staff, coordinating and assessing work activities.
- Problem solving, negotiation and conflict resolution skills
- Computer literacy

Key Selection Criteria

- Current AHPRA registration as a Registered Nurse
- Appropriate qualifications and a demonstrated commitment to the Aged Care Sector and the Home and community care environment.
- Australian Federal Police Clearance Certificate
- Driver's License and comprehensively insured dependable private vehicle
- Proven ability to assess, plan, implement and evaluate care and services for client's in the In-Home Community Care environment.
- Knowledge of the Aged Care & Community Care Sector, Continuous Quality Improvement, Legislation, Community Care Common Standards, and Community Care Charter of Rights and Responsibilities.
- Demonstrated ability to lead and actively contribute to organizational
- Demonstrated excellence in interpersonal/communication skills (written and oral), and an ability to lead and motivate the Care Team in the achievement of organizational goals.
- Demonstrated understanding of the roles and relationships between the Registered Nurse, Enrolled Nurse, Personal Care Assistance, and Companion Care Workers
- Demonstrated ability to assist in the provision of holistic client centered care using a systematic approach
- Demonstrated ability to communicate effectively with Clients/ significant others and other members of the Care Team.
- Demonstrated ability to maintain and promote the safety of clients, self and others, including a knowledge of emergency procedures and Work Health and Safety.
- Demonstrated knowledge of the Legislation applicable to the Role of the Registered Nurse in the Aged Care and In-Home Care environment.

In-Service Training

Participates in mandatory education and ongoing In-Service training (This requirement need not be met exclusively through Right at Home sponsored in-services programs.)

Working Conditions/Environment

Primarily works in client's place of residence, travel required. Shift or visit times and days vary with client needs.

Employee Name: _____ Date: _____

Employee Signature: _____