

ROLE TITLE: Registered Nurse Level 2

BUSINESS UNIT:	Nursing	REPORTS TO:	Clinical Nurse Consultant	SUPERVISION OF:	Nil
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QUALIFICATIONS **Essential:** Current nurses registration with the Australian Health Practitioner Regulation Agency (AHPRA)

ROLE PURPOSE:

Oversee management of nursing health compliance activities, reporting deadlines and accreditation requirements. To provide person centre clinical nursing care services that restore, improve or maintain older people’s health, wellbeing and independence.

KEY OUTCOMES:

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| <ol style="list-style-type: none"> 1. Support nursing staff to assess and review nursing care plans, based on the needs identified. 2. Assist with the development and review of new and existing clinical procedures and guidelines. 3. Comply with the mechanisms for monitoring, compliance and review of clinical risk management. 4. Undertake nursing care duties at a highly proficient level. 5. Plan, assess, implements, evaluates all components of the member health care needs. 6. Initiate referrals to appropriate internal and external services. 7. Ensure documentation is maintained at the required standard. 8. Provide comprehensive handover to staff. | <ol style="list-style-type: none"> 9. Orientate and mentor new staff. 10. Delegation and supervision of other staff on night duty/after hours ensuring that client care is of the highest standard. 11. Lead and take direction from the Clinical Nursing Consultant to ensure that care is delivered by a team members scope of practice and in line with policies and protocols. 12. Undertake appropriate decision making regarding routine and emergency care requirements in the absence of the other qualified staff. 13. Give support and advise to members families and healthcare professionals contacting the out of hours/short stay respite service. 14. Responsible for Nursing Service Delivery operations in the absence of management and other support staff. 15. Develop and maintain working relationships with internal/external stakeholders who may contribute to enhancing ECH nursing service. |
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INDIVIDUAL RESPONSIBILITIES

- Ensure all reasonable steps are taken to protect personal safety at work and avoid adversely affecting the health or safety of any other person in the workplace.
- Ensure commitment to and compliance with ECH's Purpose, Values, policies, procedures, guidelines, work instructions and Code of Employment Principles.
- Give full attention and energy to the role and willingly undertake reasonable requests from your manager.
- Ensure that ECH property is kept secure against loss, theft or damage and is properly maintained at all times.

SPECIAL CONDITIONS	PERSONAL ATTRIBUTES
<ul style="list-style-type: none"> • Some out of hours work may be required. • National Police check is required. • Drivers licence is required. 	<ul style="list-style-type: none"> • Be active by displaying high levels of enthusiasm and responsiveness to the tasks at hand. • Engage with and understand the criticality of the services being developed and expand to shape and meet deadlines. • Confidence will be shown every day along with strategically thinking about the future needs of the organisation and how today's activities influence and shape that future direction.

ECH VALUES	ECH PROMISES TO OUR CUSTOMERS
<ul style="list-style-type: none"> ✓ All that do is grounded in our core values of integrity, empathy and respect. However, we also recognise that to excel in delivering our purpose we need to be <i>inspirational, courageous</i> and prepared to <i>take risks</i> to evolve. ✓ All employees are required to display qualities, professional conduct and positive attitude consistent with the ECH Values. 	<ul style="list-style-type: none"> ✓ To be reliable ✓ To care about you ✓ To treat you as an individual ✓ To be easy to deal with ✓ To always look for new ways to help you
LEADERSHIP COMPETENCIES	
<p><u>Manage Self</u></p> <p><u>Self Management</u></p> <ul style="list-style-type: none"> ✧ Ability to recognise and regulate own behavior <p><u>Wellbeing</u></p> <ul style="list-style-type: none"> ✧ Regularly operate in a state of good health and happiness ✧ Demonstrate the ability to bounce back from difficulty and change ✧ Able to adapt quickly to changes required in your role <p><u>Self Organisation</u></p> <ul style="list-style-type: none"> ✧ Spend own time and time of others on what is most important <p><u>Decision making</u></p> <ul style="list-style-type: none"> ✧ Ability to make sound decisions based on information available <p><u>Connect with and Support Others</u></p> <p><u>Interpersonal skills</u></p> <ul style="list-style-type: none"> ✧ Build positive relationships by involving and engaging with others ✧ Contribute to a caring, safe environment to enable everyone to do their jobs effectively <p><u>Lead and develop others</u></p> <ul style="list-style-type: none"> ✧ Empower and encourage staff to make decisions and take action in the best interest of members/ECH ✧ Build relationships that demonstrate trust and allow others to feel fulfilment of their capability ✧ Assist others to identify and plan their development needs (role specific) <p><u>People management</u></p> <ul style="list-style-type: none"> ✧ Deal with unacceptable behavior promptly and effectively (role specific) <p><u>Delegation</u></p> <ul style="list-style-type: none"> ✧ Clearly delegate tasks and decisions where appropriate <p><u>Team building</u></p> <ul style="list-style-type: none"> ✧ Role model positive team member behaviours ✧ Appreciate others effort and credit those responsible for good work ✧ Gain assistance from others to achieve team and organisational outcomes <p><u>Influencing</u></p> <ul style="list-style-type: none"> ✧ Present messages in a clear and articulate manner 	<p><u>Organisational Purpose</u></p> <p><u>Aged Care Champion</u></p> <ul style="list-style-type: none"> ✧ Demonstrate respect for the importance and value of Aged Care <p><u>Person centred focus</u></p> <ul style="list-style-type: none"> ✧ Ensure service practices honour needs and values of the member ✧ Ensure service systems are developed in partnership with clients/carers (role specific) ✧ Demonstrate awareness and support of changing member needs (role specific) <p><u>Business Success</u></p> <p><u>Planning</u></p> <ul style="list-style-type: none"> ✧ Accurately scope out tasks and activities to be completed <p><u>Implementation</u></p> <ul style="list-style-type: none"> ✧ Utilise resources effectively and efficiently ✧ Provide clear direction and priorities clarifying roles and responsibilities <p><u>Commercial acumen</u></p> <ul style="list-style-type: none"> ✧ Demonstrate an understanding of the organisation as a business <p><u>Change Savvy</u></p> <p><u>Transformation</u></p> <ul style="list-style-type: none"> ✧ Positively approach new ideas and different perspective with openness ✧ Assist others to implement and adjust to changes required <p><u>Systems and structures</u></p> <ul style="list-style-type: none"> ✧ Encourage others to share ideas to improve process and practice <p><u>Customer Service Excellence</u></p> <p><u>Business Growth</u></p> <ul style="list-style-type: none"> ✧ Positively promote the organisation (formally and informally) <p><u>Service</u></p> <ul style="list-style-type: none"> ✧ Deliver high quality customer service (internally and externally)