

Registered Nurse

Position Description



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| Position Title | Registered Nurse |
| Division / Branch: | Home Support Services (HSS) |
| Directly Reports To: | Clinical Lead |
| Performance Appraisal: | Clinical Lead |

Organisational Overview

Home Support Services (HSS) is a professional health care provider specialising in providing health care services in the comfort of the consumers own home. We strive to be a leader in home health care, through the use of continuous quality improvement processes to ensure the best possible services. We expect that all staff will contribute to the achievement of the organisation's goals within a friendly, co-operative team environment.

HSS is currently the only community nursing service in Australia that has been awarded National Standards Accreditation with Quality Innovation Performance Limited (QIP).

Position Purpose

As a Community registered Nurse at HSS you will be responsible for providing direct clinical care to patients in their own homes as part of Australia largest virtual hospital.

You will work under the direction of the Senior Registered Nurses and the direct reporting line will be the Clinical Services Manager.

Working in conjunction with our clinical Case Coordinators to provide and ensure our consumers receive quality, care and services which is in line with best practice.

You will practice in the community in accordance with AHPRA recommendations, Code of Conduct for nurses and Standards of Practice for Nurses and will have the flexibility to plan your own rounds, using your clinical judgement and expertise to ensure patient care is optimised.

Key Accountabilities

Clinical Practice and Care Delivery Management

- Ensures the delivery of comprehensive Consumer centred health; uses delegation, supervision, coordination, consultation and referrals in professional relationships to achieve improved health outcomes
 - Engages clients in decision making about their care;
 - Demonstrates accountability for own practice, and accepts responsibility for practising within the policies, procedures and guidelines of HSS;
 - Works cohesively with Clinical case coordinators to ensure best practice care is delivered and ensure all documentation is accurate and completed in a professional and timely manner
 - Responsible for the documentation of care that has been provided promptly
 - Identifies/Escalates and actively manages clinical risks
 - Escalates clinical concerns to senior staff and clinical leads as required and promptly
 - Co-ordinates management of Consumer/client care in consultation with the team;
 - Demonstrates reflective practice that incorporates clinical research knowledge and critical analysis.
 - Participates in development, implementation and evaluation of procedures and guidelines.
 - Assess and evaluate Consumer/clients' responses to services provided
- Accepts responsibility for care given, and for effective communication with relevant staff about clinical care and administrative issues.

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| Quality Assurance, Continuous improvement and Clinical Compliance | <ul style="list-style-type: none"> • Ensure compliance according to practices within the philosophy and intent described in the current version of relevant discipline and industry codes, competencies, standards and Acts. • Maintains staff and Consumer confidentiality according to professional standards. • Complies with HSS confidentiality, security and information policies and procedures. • Ensures registration and educational requirements are kept up to date and current with professional registration body (AHPRA). • Actively involved in accreditation of HSS through all accredited auditing bodies. • Actively assisting in the development and participation in programs, initiatives and organisation of employees to achieve specific accreditation goals. • Ensures safe practice and compliance with HSS workplace health and safety processes and procedures, including incident reporting. • Contributes to workplace health and safety risk identification and mitigation. • Understands responsibilities to self and others in accordance with industry directive and guidelines, Occupational Health and Safety legislation and Home Support Services policies and procedures and acts accordingly. <p>Universal precautions and infection control practices.</p> |
| Operational excellence and continuous improvement | <ul style="list-style-type: none"> • Records and processes clinical and administrative information in an accurate and timely manner. • Ensures data collection is maintained and accurate for area. Ensures education and learning with company IT systems and processes are up-to-date. • Actively participates in initiatives and processes of quality improvement. • Actively participates in People and Culture initiatives that are designed to improve team performance. |
| Leadership and Stakeholder Management | <ul style="list-style-type: none"> • Supports clinical team, and acts as role model • Works in accordance with HSS Mission and Goals • Promotes HSS in the Community Health Care Sector • Participates in day to day office management • Liaises with hospitals, doctors, referring organisations and brokered agencies to promote HSS and facilitate services to Consumers/clients |
| CPD and Resource development | <ul style="list-style-type: none"> • Participates in staff orientation, education, emergency procedure updates and appraisal programs. • Develops and maintains professional competence by self education and by participation in relevant external education courses, and by participation in HSS workshops. • Participates in mandatory skill competencies training provided by Home Support Services. |
| Stakeholder Management | <ul style="list-style-type: none"> • Establish and maintain effective professional working relationships with those contacted in the course of work, including service representatives, Consumers, stakeholders and the general public. • Members of the Community health care team, Case Coordinators, Non-Clinical Coordinators, Liaison, Head of Clinical Services and External stakeholdes |

Mandatory role requirements

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| <p>Mandatory Professional Registration, Qualifications</p> | <p>Professional Registration, Qualifications and Mandatory role requirements</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Degree: Bachelor of Nursing <input type="checkbox"/> Diploma/Certificate <input type="checkbox"/> Post Graduate Degree (Desirable) <input type="checkbox"/> Other (please specify) |
| <p>Essential Experience</p> | <ul style="list-style-type: none"> • Minimum 2 years' experience as a qualified registered Nurse • Minimum of two clinical references who can confirm performance in the scope of practice within the last 12 months |
| <p>Background Screening/Checks</p> | <p>South Australia Department of Human Services: <i>Working With Children Check (WWCC)</i>; or <i>Statutory Declaration</i> (if WWCC has been submitted)</p> <p>Victoria, NSW <i>National Police Certificate</i> not dated more than 12 months old</p> <p>Queensland or <i>Fit2Work – National Police Screening</i></p> |
| <p>Compliance, Regulations, Policies, Procedures, Guidelines and Legislation</p> | <ul style="list-style-type: none"> • Current CPR/BLS Certificate • Current Drivers License; • Current Car Registration • Current Car Insurance • Completed Immunisation Declaration • Completion of HSS mandatory competency training • Completion of credentialing- inclusive of 100 points of ID • Provide a statement of service detailing clinical experience • Current unrestricted registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA) • Maintains and manages own Continuous Professional Development Portfolio in accordance with AHPRA standards - www.ahpra.gov.au/Registration/Registration-Standards/CPD.aspx |

Desirable Skills

- Experience providing hospital and/or community-based services to Consumers.
- Strong cultural sensitivity with high cross-cultural communication ability
- Demonstrably good judgment, problem solving and decision making in a fast-paced environment
- Strong customer service orientation and relationship management
- Quality Management
- Communicate clearly and concisely, both orally and in writing, and is respectful of a person's dignity, culture, values, beliefs and rights
- provides support and directs people to resources to optimise health-related decisions
- Possess strong negotiation and conflict resolution skills.
- A high degree of technological ability
- Legally competent in clinical practice skills; IV Cannulation; IV Medication administration, PICC line management Drain Management; Infusaport/Portacath disconnection continence management, stoma care ; NPWT; Identifying a deteriorating patient, palliative care
- Knowledge of patient management systems
- Analyse clinical data, reports and process improvements
- Ability to work within a team and autonomously
- Excellent interpersonal skills with the ability to work with stakeholders across all levels of the business to meet agreed outcomes and deliverables
- Demonstrated competence in delivering services that ensures that consumers are provided with safe/quality care.
- Demonstrated proactive approach to problem solving with a sound decision making capability
- Ability to be flexible with service delivery to support the consumers care needs.
- A forward thinker who actively seeks opportunities and proposes solutions

