

Position Description

Title	Registered Nurse		
Business Group	Health and Hospitals		
Team	Health and Hospitals		
Location	Across HammondCare Health and Hospital Sites.	# of Direct Reports	Nil
Report To (position title)	Nurse Unit Manager		

Organisational Context

HammondCare is an independent Christian charity that exists to improve quality of life for people in need.

We specialise in aged and dementia care, palliative care, rehabilitation, mental health services for older people, and other related health and aged care services. HammondCare seeks to embed evidence based best practice in its services and we provide these services through home care, sub-acute hospitals and residential aged care.

Bringing these health, hospital and aged care services together, HammondCare has been able to develop innovative, flexible care models designed to serve people with complex health or aged care needs, regardless of their circumstances.

HammondCare works to provide its staff with support, career development opportunities, education, responsibility and recognition, work/life balance, and satisfying roles.

The role of the *Registered Nurse* works within the Mission and Mission in Action of HammondCare to provide nursing care and advice to patients' with palliative care needs.

The essence of this role is to:

- Provision of clinical care in relation to community clinical practice and in-patient.
- Assess and fully understand each client's care needs, consulting with colleagues to develop care plans to improve quality of life.
- Provide support to families and carers to enable them to support long term care goals/needs of the client.
- Coordinate care, accessing and collaborating with other government and non-government agencies to ensure patients receive services relevant to their needs
- Works within scope of professional nursing practice

Our Mission and Motivation

Our passion is improving quality of life for people in need.

Our Mission in Action

We serve people with complex health or aged care needs, regardless of their circumstances.

Context of Position

Essence of the role:

- Provide demonstrably high-quality nursing services to patients within HammondCare.
- To maintain personal professional competence in Palliative Care.
- Plan appropriate care following assessment in consultation with the patient.
- Provide nursing care within the scope of practice for registered nurses.
- May administer medications according to the conditions listed by AHPRA and the policies of HammondCare.
- Provide safe, effective patient care in accordance with the nursing care plan.

Key Focus Areas:

- To work autonomously providing holistic patient care
- Works within scope of professional nursing practice
- To be a leader within the team and promote the mission and vision in action.

Key Responsibilities

- Provision of clinical care in relation to community and in-patient clinical practice and outcomes
- Assess and fully understand each client's care needs, consulting with colleagues to develop care plans to improve quality of life.
- Provide support to families and carers to enable them to support long term care goals/needs of the client.
- Coordinate care, accessing and collaborating with other government and non-government agencies to ensure patients receive services relevant to their needs
- Works within scope of professional nursing practice

Education, Experience and Skills

Essential:

- Commitment to engage and align with HammondCare's Christian Mission, Motivation and Mission in Action.
- Current registration with Australian Health Practitioner Regulation Agency
- A passion to work in the specialty area of palliative care.
- At least four years general experience including one year in palliative care and holding or working towards certificate in palliative care
- Demonstrated interpersonal skills and ability to work within the multidisciplinary team of the Service
- Effective written and oral communication skills
- Experience in community and in-patient nursing (desirable).
- Oncology nursing experience (desirable).
- A current drivers licence and safe driving record. Willingness to travel between HammondCare's sites and services.
- Strong administrative and computer skills.
- Ability to work independently and as part of a team.
- Empathy and patience.

Taking care of you, while you take care of others (WHS)

- Participate and work in a manner that considers the optimal health, safety and wellbeing of yourself and others
- Attend training and information sessions to build skills and knowledge to work safely
- Follow and uphold HammondCare's policies, procedures, guides and safe work practices
- Promptly report and respond to hazards, incidents or injuries within the workplace
- Make known to management any instances where the implementation of policies, procedures or guides make carrying out a task unsafe

Responsibilities	Capability	Outcomes
<p>1.0 Service Delivery & Activities</p> <p>Practices in accordance with legislation affecting nursing practice and health care.</p> <ul style="list-style-type: none"> • Complies with relevant legislation and common law. • Fulfils duty of care. • Recognises and responds appropriately to unsafe or unprofessional practice. • Ensure work within HammondCare policies and national standards. <p>Conducts nursing practice in a way that respects the rights of patients and families/carers.</p> <ul style="list-style-type: none"> • Integrates nursing and health care knowledge, skills and attitudes to provide safe and effective nursing care. • Understands and demonstrates respect for spiritual, emotional and cultural needs of patients and families/carers. • Displays an understanding of universal health care rights for patients and families/carers in a health care setting. • Advocates for patients and families/carers and their rights for nursing and health care within organisational and management structures. <p>Delivers a high standard of care:</p> <ul style="list-style-type: none"> • Conducts a comprehensive and systematic nursing assessment using relevant evidence-based assessment framework. • Plans nursing care and evaluates patient progress in consultation with patients, families and the multidisciplinary team • When faced with an issue, applies critical thinking and analytical skills to solve patient/families problems issues. • Provides support, and imparts knowledge to other staff. • Uses health care resources effectively and efficiently to promote optimal health care • Works closely with CNS to ensure service delivery to provide seamless and integrated care. • Provides nursing care according to the documented care of treatment plan. <p>Establishes, maintains and appropriately concludes therapeutic relationships.</p> <ul style="list-style-type: none"> • Establishes therapeutic relationships that are goal directed and recognizes professional boundaries. • Communicates effectively with patients/families/carers to facilitate provision of care. • Uses appropriate strategies to promote an patients' self-esteem, dignity, integrity and comfort. • Assists and supports patients/families/carers to make informed health care decisions. 	<p>Provides leadership</p> <p>Adapting approaches</p> <p>Demonstrates excellence in work</p> <p>Working effectively with others</p> <p>Delivering results</p> <p>Living the Mission</p>	<ul style="list-style-type: none"> • Referrals are addressed in a timely manner. • Completes all documentation and patient assessments accurately in agreed timeframes as outlined in policy and procedures. • Understands and practices within own scope of practice. • Understands each patient and provides holistic care in collaboration with Allied Health and Medical staff. • Provides support and imparts knowledge to other staff. • Uses a range of assessment techniques to collect relevant and accurate data. • Analyses and interprets assessment data accurately. • Documents and implements a plan of care to achieve expected outcomes. • Effectively manages the nursing care of patients. • Prioritises workload based on the patients/families/carers needs, acuity and optimal time for intervention. • Responds effectively to unexpected or rapidly changing situations. • Documents and reports observations and health care concerns of patients and families. • Is able to respect individual differences in patients and recognises uniqueness of individuals and needs of CALD clients • Demonstrates analytical skills in accessing and evaluating health information and research evidence. • Educates individuals/ groups to promote independence and control over their health. • Uses health care resources effectively and efficiently to promote optimal health care • Revises the plan of care and determines further outcomes

<ul style="list-style-type: none"> Facilitates a physical, psycho-social, cultural and spiritual environment that promotes patient/family/carer safety and security. Facilitates coordination of care to achieve agreed health outcomes. 		<p>in accordance with evaluation data.</p> <ul style="list-style-type: none"> Recognises that the membership and roles of health care teams and service providers will vary depending on an patients/families/carers needs and health care setting. Communicates nursing assessments and decisions to the interdisciplinary health care team and other relevant service providers Collaborates with the health care team to inform policy and guideline development.
<p>2.0 Continuous Quality Improvements</p>	<p>Adapting approaches</p> <p>Demonstrates excellence in work</p>	<ul style="list-style-type: none"> Identify areas where patient care could be improved, or processes could be more efficient, consulting with manager and providing necessary information and education to implement improvements. Currency with evidence based practice. Practices within an evidence-based framework and identified relevance research to improve outcomes. Participates in ongoing professional development of self and others. Completion/participation of at least one QI activity per annum.

Capabilities for the Role – Work Steam A

Capability	Description	Behavioural Indicators Work Stream A
Mission in Action – Live the Mission	Align with HammondCare culture and values, and shape the culture by demonstrating the Mission in action – Serving Others and Working Together.	Demonstrates a strong understanding of the HC Mission, Motivation and Mission in Action and ensures that judgements, decisions and actions are aligned.
Providing Leadership	Lead self and others by seeking feedback and taking responsibility for personal and professional development. Empower others to develop the 6 capabilities to meet HammondCare's future directions.	Serves as a role model that other people want to follow. Commits to continuous development. Motivates oneself. Facilitates the improved performance of others by providing advice and guidance.
Working Effectively with Others	Serve people with passion, working together to focus on the needs of those we serve. Being deliberate about communication to engage others and achieve outcomes. Proactively partner and collaborate across teams and portfolios. Demonstrate self-awareness and motivation, and help others develop greater self-awareness.	Ensures the primary focus is on the needs of the people we serve. Seeks to see things from their point of view. Relates well, acts professionally and actively participates as a member of a team (includes everyone you work with and serve) and contributes to improving quality of life for those you serve. Has self-awareness; is open to feedback and seeks to understand how your actions and behaviours impact on others.
Delivering Results	Perform the requirements of the role well and ensure role expectations and objectives are met. Solve problems effectively, ensuring that issues are fully understood. Manage performance and evaluate outcomes.	Achieves day-to-day responsibilities and meets expectations. Recognises the activities needed to get things done. Completes role responsibilities without close supervision. Uses skills and knowledge to make effective decisions ensuring that issues are fully understood; options explored and others are consulted.
Demonstrates Excellence in Work	Follow HammondCare's mission and apply evidence based practice to the way you work.	Uses knowledge and skills to perform your role at the standard HC expects and follows through on tasks to completion. Implements HC policies and procedures relevant to your role. Actively seeks improved work methods. Safeguards and maintains the organisations financial, physical and intellectual assets within scope of role.
Adapting Approaches	Adapt to changing circumstances and perform role effectively in an environment of ambiguity and complexity. Embrace innovation by recognising situations or conditions where change is needed and influence others to improve.	Re-prioritises work to meet changing needs. Proactively asks questions to clarify issues where there is uncertainty. Is flexible and open to change. Identify opportunities to improve the way you work.

Acknowledgement and Agreement

Role: Registered Nurse

Incumbent Name: _____

Agreed:

Incumbent _____ Date _____
Signature

Approved:

Manager _____ Date _____
Signature

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