


POSITION DESCRIPTION

POSITION DETAILS			
Position Title:	Registered Nurse		
Agreement:	The District Nursing Service Nurses Agreement 2020		
Approved By:	Justine Barwick		Approved Date: 27/02/2023

THE DISTRICT NURSES PURPOSE AND VALUES
<p>Purpose</p> <ul style="list-style-type: none"> Committed to care Tasmania’s most trusted community healthcare provider <p>The following values guide the day-to-day operations and future planning of The District Nurses;</p> <ul style="list-style-type: none"> Commitment – We are committed to inclusive service provision that ensures equitable access and quality outcomes for all. Equality – We respect the rights of all. Trust – We are recognised for our reliability and the highest standards of care. Versatility – We are responsive to our customers’ needs, rights, and choices. Excellence – We strive to perform to the highest standards and deliver the best services. Transparency – We are always open to scrutiny and are professional, safe, ethical, and honest.

POSITION OBJECTIVE
<p>In accordance with the Standards for Practice, the Registered Nurse is responsible for providing evidence-based nursing care to consumers in accordance with the care plan developed in collaboration with the consumer, their representatives, and other members of their health care team. Nursing care consists of a variety of duties including assessment, medication and wound care to ensure appropriate care for consumers is in accordance with best practice, consumer directed care model and nursing codes of practice.</p>

POSITION RESPONSIBILITIES	
Key Work Activities	Work Performance Requirements
Consumer Directed Care	<ul style="list-style-type: none"> According to consumer needs provide comprehensive assessment, care planning, monitoring and review to ensure consumer's health care needs are met and quality of life promoted. Utilise knowledge base and evidence-based practice to make sound clinical decisions based on assessed information. Provide best practice services for clinical specialty areas including: <ul style="list-style-type: none"> Continance management Diabetes management Palliative care Clinical Case management Wound management. Build relationships with families and significant others which promote inclusion, participation, and partnerships in care. Protecting confidentiality, privacy, individual choice and decision making. Seek multi-disciplinary and intersectoral collaboration in the delivery of high-quality health care in accordance with the consumer's individual care needs, organisational policies and evidence based best practise guidelines. Exercises sound clinical judgement and critical thinking when assessing consumer safety and risk.

	<ul style="list-style-type: none"> Ensures appropriate and timely management of the clinically deteriorating consumer Act as consumer advocate when required.
Documentation	<ul style="list-style-type: none"> Maintain high standard of nursing documentation, ensuring continuity of care, confidentiality, and application of research data where appropriate. Maintain appropriate records and timely documentation in accordance with the quality aged care standards and organisational policies and procedures. Provides clinical assessment reports to internal stakeholders (eg. Case Managers) and external providers
Leadership	<ul style="list-style-type: none"> Build and maintain professional relationships and networks through ongoing liaison with all health practitioners, health service providers, and other service providers on an ongoing basis. Acts as a role model and mentor for students, colleagues, and new practitioners. Ongoing participation in quality improvement activities by attending handover, committee membership, in-services, attendance at staff meetings and other quality forums. Acts as a clinical resource person, providing guidance and support to health care providers in the practice setting. Accepts accountability and responsibility for the efficient and effective provision of nursing care in the practice setting, and for delegation of care. Provides consultative clinical assessment for internal stakeholders and external providers
Culture	<ul style="list-style-type: none"> Promote and develop a culture within the team that reflects the values and care principles of The District Nurses. Trial and implement innovative approaches to care provision. Works autonomously within the practice setting with direction, guidance and support received from the Clinical Nurse Manager.
Other Duties	<ul style="list-style-type: none"> Undertake any additional activities as delegated by Management.

ORGANISATIONAL RELATIONSHIPS

Reports To:	Clinical Nurse Manager
Supervises:	Nil Reports
Key Working Relationships with:	Consumers and their representatives, CSW's and Support at Home Team. GP's pharmacists and allied health professionals.

QUALIFICATIONS AND COMPETENCIES

ESSENTIAL REQUIREMENTS:	<ul style="list-style-type: none"> Unrestricted AHPRA registration National Police Check Working With Vulnerable People/Children Check Current Drivers Licence Minimum 1 year of nursing experience
DESIRABLE REQUIREMENTS:	<ul style="list-style-type: none"> Primary health experience

SELECTION CRITERIA

- Demonstrated experience working in service provision to elderly people with complex needs.
- Demonstrated commitment to working within a multidisciplinary team to achieve team goals and the provision of excellence in care/service delivery.
- Proven time management skills capable of planning, setting and meeting priorities.
- Demonstrated capability to think critically and respond to clinical changes.
- Demonstrated professional/positive behaviour as well as cultural sensitivity and respect.
- Demonstrates and practices effective verbal, non-verbal and written communication skills and actively develops good listening skills.
- Well-developed computer skills including the use of electronic client management systems.

PHYSICAL REQUIREMENTS

Applicants must successfully complete an Occupational Health Assessment prior to commencing employment at The District Nurses. Employees have an obligation to report any deviation from the assessed results during the course of their employment. Inability to functionally perform the duties as stated in this position description may result in termination of employment as you may be deemed unfit for duty.

The Functional requirements of this position include:

Condition/Activity	Constant	Frequent	Occasional	N/A
Manual Handling – Weights above 10kg			X	
Manual Handling – Weights below 10kg			X	
Manual Handling frequency			X	
Repetitive manual work			X	
Working with arms above head				X
Lifting above shoulder height				X
Using hand tools – (powered)				X
Wearing hearing protection				X
Wearing eye protection				X
Wearing gloves (personal protective)				X
Working in wet/slippery conditions				X
Working with chemicals/solvent/detergents				X
Washing hands with soap			X	
Working in confined places				X
Performing clerical/administrative duties		X		
Working on a keyboard		X		
Driving fleet vehicles (manual and automatic)			X	
Driving on suburban and rural roads, highways (sealed and unsealed roads)			X	
Driving at night			X	
Wearing polyester clothing				X
Exposure to animals			X	
Exposure to environments whereby people have been smoking			X	

EMPLOYEE DECLARATION

In signing this declaration I acknowledge that I, _____
have been advised of the requirements and conditions of this appointment based on this Position Description.

Signature

Date

MANAGER COMPLETION

Signature

Date

Name

Position