

## Position Description – Registered Nurse Step 1

### Core Detail

<b>Title</b>	Registered Nurse Step 1
<b>Objective</b>	To deliver direct and comprehensive nursing care to residents and assist in the ongoing development of employees and the good reputation of TriCare.
<b>Role</b>	To lead the team in the provision of nursing and personal care services in a manner that promotes the residents' health and wellbeing.
<b>Competency</b>	An employee at this level performs their duties under the guidance of a registered nurse (RN Step 2 or 3) who provides work-related support and direction.

### Position Parameters

<b>Employment</b>	Full time, permanent part-time, casual
<b>Reporting to</b>	Clinical Manager
<b>Modern Award</b>	Nurses Award 2010
<b>Award Classification</b>	RN Level 1, Pay point 8
<b>Staff directly supervising</b>	Personal Care Workers (Cert III) and Enrolled Nurses
<b>Location</b>	TriCare Aged Care Residence

### Detailed Description of the Position

<b>Core Skills</b>	<ul style="list-style-type: none"> <li>• Deliver direct and comprehensive nursing care and individual case management to patients or clients within the practice setting.</li> <li>• Coordinate services, including those of other disciplines or agencies, to individual residents within the practice setting.</li> <li>• Provide education, counselling and group work services orientated towards the promotion of health status improvement of patients and clients within the practice setting.</li> <li>• Provide support, direction and education to newer or less experienced staff, including EN's, and student EN's and student nurses.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Accept accountability for the employee's own standards of nursing care and service delivery.</li> <li>• Participate in action research and policy development within the practice setting.</li> <li>• Provide a high standard of comprehensive nursing and personal care, consistent with the Nursing and Midwifery Board of Australia National Nursing Competency Standards.</li> <li>• Is accountable to the Facility Manager and Clinical Manager for all clinical and work practices.</li> <li>• Provide a warm, caring environment for residents, family, friends and colleagues.</li> <li>• Promote a culture of service orientation that improves the lifestyle of residents.</li> <li>• Accept responsibility for directing all employees on duty in the aged care facility to ensure work output is completed in a high quality, caring manner.</li> <li>• Develop and apply a holistic and homelike philosophy of care for residents in the aged care facility.</li> <li>• Demonstrate an applied understanding of the ACFI and documentation requirements.</li> <li>• Demonstrate an understanding of the individual, holistic, model of care of residents in the residential setting.</li> <li>• Promote safe working procedures and recognise health and environmental hazards in the workplace and work to ensure standards are maintained.</li> <li>• Supervise all employees to ensure resources are utilised efficiently to ensure cost containment.</li> <li>• Undertake all activities in relation to the delivery of quality care to the resident and facility.</li> <li>• Willingly participate as a member of the TriCare team.</li> <li>• Provide up to date and informed information about resident status at staff "hand-over".</li> </ul>
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<b>Resident's Rights</b>	<ul style="list-style-type: none"> <li>• Implements the Charter of Care Recipients' Rights and Responsibilities in the aged care facility.</li> <li>• Familiarise themselves with the Aged Care Accreditation Standards and work collectively with the Team to ensure the aged care residence maintains all standards, always.</li> </ul>
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<b>Team Work</b>	<ul style="list-style-type: none"> <li>• Develop team leadership skills and apply an understanding of team dynamics.</li> </ul>
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- Supervise all employees, and in particular, ensure the care delivery of Personal Care Workers and Enrolled Nurses Steps 1-2 is maintained at a high standard.
  - Supervise the team to ensure teamwork is goal-oriented and outcome focussed.
  - Manage critical incidents to ensure resolution.
  - Demonstrate an understanding of the principle, “Do it right the first time, every time” and promote a culture that embraces this philosophy.
  - Monitor performance of individual team members and provide on-the-job assistance where necessary to improve performance.
  - Participate in employee performance management according to company policy.
  - Perform the duties and responsibilities that TriCare assigns to the employee. TriCare may vary these duties and responsibilities at any time.
  - Work in any area within the Aged Care Residence as directed.
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### Skills and Knowledge

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- Demonstrated ability to work independently or as part of a coordinated team effort.
- Demonstrated ability to embrace the philosophy of resident care that promotes dignity, independence and advocacy.
- Computer skills including Microsoft Office - Outlook
- Demonstrates an understanding of the Aged Care Act and related legislation.

### Personal/Other Attributes

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- Self-motivated person.
- Demonstrated strong interpersonal and communication skills.
- Demonstrated ability to grasp and apply new skills.
- Demonstrated ability to adapt to new clinical situations and demands.
- Willing to act as role model for all employees.
- Team-player committed to building a team with a focus on goal outcomes.
- Willingly acts as an advocate for other team members.
- Displays a high level of initiative.
- Willingly acts as an advocate for residents.
- Flexible approach to working hours.
- Ability to work under pressure.
- Ability to work unsupervised where necessary.

- Demonstrated ability to supervise employees.
- Acts enthusiastically about improving service levels.
- Exhibits a caring nature.
- Committed to quality outcomes.

## Experience

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### **Essential:**

- Current AHPRA Nursing and Midwifery Board of Australia registration without conditions.
- Police Check clearance.

### **Desirable:**

- Post-basic qualifications in gerontology nursing or experience in the field.
- Experience in working in the Aged Care, and/or any other health service industry.
- Experience in working all shifts.

## Work Health and Safety

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The incumbent has the responsibility to comply with and meet all obligations contained in:

- (a) Work Health and Safety (WHS) legislation;
- (b) Related WHS responsibilities; and
- (c) TriCare's Risk Management (RM) standards.

## Performance Measures

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Annual Quality Performance Improvement Review.