



POSITION DESCRIPTION

Registered Nurse

Organisation purpose

We commit to supporting you live the best life possible.

Wherever you live, whatever service you access, the Barunga Village team are committed to supporting you live, the best life possible.

What does **the best life possible** mean?

We think it means, you feel listened to, have choices, are engaged, and receive care that best meets your needs. We want you to feel safe, that you belong and are content and comfortable with us.

We take pride in treating every person with respect. Everyone is an individual with different stories, unique interests and varying needs. We commit to really knowing our consumers, understanding them as people, personalising care and being responsive to their choices wherever we can.

Ensuring you feel part of a community is important to us. We go out of our way to create connections, engage with the community and build support networks around people.

Organisation values

Our staff and volunteers will always **show kindness, support connections** and **strive to improve**.

Objectives of position

Responsible to the Clinical Nurse for delivering and directing nursing care in a designated area of services, providing leadership and supervision of others providing nursing and/or personal care.

Summary of position

In consultation with the Clinical Nurse ensure the provision of comprehensive care for individual consumers in accordance with the Aged Care Quality Standards, Barunga Village policies and procedures and relevant professional standards legislation and ethics.

Show kindness
Support connections
Strive to improve



Working relationships

Reports to	Clinical Nurse
Direct reports	NA

Key responsibilities

Responsibilities of your role

Provide the highest level of quality care to consumers in accordance with the policies and procedures of Barunga Village by:

Directing care provided by nursing and personal care staff to consumers.

Giving direct nursing care to consumers with particular emphasis on those persons with complex and/or changing health care needs.

Ensuring that the care process and outcomes are accurately documented in accordance with procedures.

Maintaining a physical and psychosocial environment that promotes safety, security and optimal health.

Maintaining a physical and psychosocial environment that ensures the privacy, dignity, individuality and rights of consumers.

Assisting consumers to make informed health care decisions and demonstrating responsibility for care practice.

Work with other staff to identify the nursing needs of consumers and to formulate care plans in consultation with consumers/representatives which are subject to ongoing assessment and evaluation and recognise the roles of other members on the health care team.

Work, health and safety

Adhere to defined work, health and safety policies and procedures related to the work being undertaken in order to ensure own safety and that of others in the workplace.

Contribute to the review and development of policies and procedures for work, health and safety.

To gain specific knowledge of the whistle-blower policy.

Identify areas of workplace health and safety which can be improved, make recommendations and/or implement safe work procedures and practices.



Comply with all policies and procedures required of employees.

Supervise and assist in the rehabilitation of injured employees.

In the event of an emergency, assume the role of Emergency Coordinator if designated Team Leader (Barunga Homes only).

Participate in all mandatory training programs such as Fire Education and Manual Handling education as directed.

Equal employment opportunity

Understanding of implications and adherence to equal opportunities and disability discrimination legislation to ensure a workplace free from discrimination.

Conversant with and comply with organisational policies.

Business information systems and communications

Proficient using computer and/or smart device.

Ensure you utilise internal communication platforms, (i.e., emails, Lee Care).

Complete all online learning modules as directed.

Maintain current Nurses Board of SA practicing certificate.

Leadership, individual and team relations

Participate as a team member in providing services.

Foster and promote a climate that encourages staff growth, development, positive morale and team cohesiveness.

Where necessary, report staff issues to your line manager.

Ensure ongoing coaching of staff including provision of effective feedback on performance and coaching in the development of competent observation/assessment skills.

To be an effective role model to other staff, mentoring the organisational purpose, values and priorities and supporting the policies and procedures.

Identify staff education needs where appropriate and assist in their development including acting as a professional resource person.

Contribute to the fostering and promotion of a climate that encourages staff growth, development, positive morale and team cohesiveness.



Quality improvement

Actively meet the Aged Care Quality Standards in every aspect of your work.

Collaborate with the Clinical Nurse to maintain the environment for safe and effective care and to obtain the specific support services and equipment required for the optimal care of consumers.

Assist in the review and development of policies and procedures for Barunga Village.

Comply with all relevant Codes of Conduct and National Competencies Code for Registered Nurses.

Other

Undertake further education as appropriate and participate in in-service education as provided by Barunga Village.

Take part in performance appraisals on an annual basis or as directed by the Clinical Nurse.

Any other duties commensurate with the employee's skills and experience as directed by the Clinical Nurse.

Person specifications

Essential qualifications and experience

Current registration with the Nurses Board of South Australia.

Desirable qualifications and experience

Experience in the provision of care services to the aged.

Experience in the development and implementation of care plans and in working with consumers who are highly dependent or have multiple needs.

Knowledge of current trends and practices in aged care.

Knowledge of the principles of effective human resource management including the principles of managing and motivating staff, equal employment opportunity and staff training and development.

Knowledge of Aged Care Quality Standards.

Knowledge of Work, Health and Safety Act and possess an understanding of the required responsibilities as an employee.

Knowledge of the legal implications of actions taken in aged care.



Core competencies

Demonstrated commitment to and competence in the field of provision of care to the aged.

Possess sound interpersonal skills and written/verbal communication skills.

Ability to work as an effective team member and maintain confidentiality.

Ability to prioritise tasks to best meet the needs of the consumers and Barunga Village.

Ability to set realistic goals and plans and organise resources efficiently identifying means of improving work performance and outcomes.

Ability to stimulate a high level of performance among employees and facilitate the development of employees by clearly communicating expected standards of performance and providing effective feedback on performance.

Able to demonstrate respect, approachability, consistency and model exemplary leadership qualities and behaviours.

Conditions

Must provide a NDIS worker screening clearance that is dated not more than five years old to enable the assessment of whether the employee is suitable to provide care under the Aged Care Act.

Must comply with having annual flu vaccination and be fully immunised against COVID-19.

Must sign a statutory declaration to identify serious criminal activity committed outside of Australia.

Must comply with Barunga Village's Code of Conduct.

Special conditions

Duties and responsibilities for this position should not be considered definitive. Duties may be added, deleted or modified, in consultation with staff, as necessary. Position descriptions and staff performance will be reviewed regularly.



Signatures

Signed on behalf of BARUNGA VILLAGE

Date _____

Choose job title

Witnessed (signed) by

Print name

Signed by the EMPLOYEE

Date _____

Full name

Witnessed (signed) by

Print name
