

POSITION DESCRIPTION

Position:	Enrolled Nurse
Department:	Nursing
Time fraction:	As contracted
Reports to:	Director of Nursing / Nurse Unit Manager
Award:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020 – 2024
Classification:	Enrolled Nurse
Position Tenure:	As Contracted

The Organisation

Omeo District Health (ODH) is a Small Rural Health Service that provides a wide range of health and support services to the local communities including Urgent care, Acute, Transitional, Residential Aged, Primary care and Home-based care.

ODH is located in East Gippsland High Country (Omeo & District) - a gateway to the spectacular Alpine region of Victoria, a lifestyle destination with plenty of opportunities for many outdoor pursuits.

Consistent with its mission, ODH aims to promote and enhance the health and wellbeing of the people of the East Gippsland High Country.

We do so by:

- Reaching out to our local rural community in the planning and delivering of our services
- Building a highly engaged and skilled team of health care professionals and volunteers with a commitment to creating a culture of achievement and service excellence
- Developing sustainable health care service models and ensuring that we comply with our legislative, ethical and statutory obligations and
Investing in strategic partnerships and alliances that help achieve better service outcomes.

ODH is an equal opportunity employer and has adopted a common set of values and code of conduct that drive our everyday work:

Compassion
Accountability
Respect
Excellence

Our people are at the heart of our organisation - no matter the role. Every day our people make a difference to the lives of our consumers and their families, demonstrating our commitment and care for our community and staff.

Department

Nursing department of ODH has a critical role in providing quality and safe aged care that includes: contributing to clinical governance systems, upholding older peoples' rights to dignity, respect and autonomy and making care decisions consistent with their values and goals; and delivering quality, safe care.

Role

Position Summary

The primary role of the Enrolled Nurse is to apply care under the supervision of the Registered Nurse.

An EN is required to have knowledge of clinical procedures, care provision and the ability to demonstrate a sound knowledge base in the application of knowledge to practice and possess/develop excellent communication skills.

The maintenance of clinical competence through practice and education attendance forms a major component of this position.

EN's will be committed to teamwork and act as a mentor and role model for students, graduates, and less experienced nursing staff.

The Enrolled Nurse should be self-motivated and have the ability to gain the acceptance of a wide range of people. The role requires a responsible person with a professional attitude, high level of motivation, flexibility and willingness to provide excellent service with minimal supervision.

Under the supervision of a Registered Nurse, perform nursing functions in accordance with his/her educational preparation and in keeping with Nursing and Midwifery Board of Australia National Competency standards for nurses, The Code of Ethics for Nurses in Australia and The Code of Professional Conduct for Nurses in Australia.

Key Responsibilities

Nursing care delivery

- Monitor health status and undertake regular assessments (nursing specific and holistic), report any changes to the Nurse in Charge.
- Develop, implement comprehensive nursing care plans and monitor health outcomes
- Provide clinical interventions and other nursing procedures (e.g., wound management, etc)
- Provide personal care for service users with unstable health and/or complex needs
- Support carers and the care relationship
- Undertake clinical nursing assessment and education for other areas within Omeo District Health that are engaged to provide personal care (e.g. Home and Community Care (HACC) / Commonwealth Home Support Program (CHSP))
- Supervise, mentor and support nursing students, graduates, less experienced nursing staff, health care workers and on rare instances home care workers providing direct care to community clients

Care coordination

- Where relevant, look to combine other services so that care is delivered as an integrated package of services to optimise the individual's health and independence

Administration

- Complete all documentation and communication relevant to acute and aged care service delivery – including any follow up to referrals.
- Organise daily activity schedule to incorporate resident / patient care, indirect care tasks and administrative responsibilities
- Assist the Director of Nursing and Nurse Unit Manager to manage and coordinate all resources as appropriate.

Organisational Keys

Customer Service

- Deliver services that reflect the Organisation's mission statement and values with a strong focus and commitment to Customer Service.

Privacy, Dignity & Confidentiality

- Recognise and respect each Resident's/Patient's/Client's right to privacy, dignity and confidentiality.
- Demonstrate a commitment to and understanding of the Information Privacy Principles concerned with empowering individuals to manage, as far as practicable, the collection, use and dissemination of personal information about themselves.

Team Contribution

- Demonstrate commitment to co-operation and a team approach, while exhibiting a positive, strong personal contribution to maximising the performance outcomes of the relevant program / area and ODH as an organisation.

Legislation, Regulations and Standards

- Comply with the requirements and compliance responsibilities of relevant legislation, regulations and standards where they directly impact on the service activity and delivery of care.

Occupational Health and Safety

- Ensures that work practices are carried out in accordance to the Occupational Health & Safety policies of the organisation.
- Promotes a safe working environment by identifying and reporting hazards.

Infection Control

- All employees must have knowledge of Infection Control policies, located on Prompt. Employees will assess the risk of any potential infectious incident and utilise the appropriate action as outlined in ODH policies.
- Infection Prevention is the responsibility of all health care workers and is an essential part of quality health care. Hand Hygiene is the single most important factor in reducing the risk of spreading infection.

Quality and Safety

- Demonstrate a commitment to the delivery of safe and high-quality services.
- Demonstrate a focus on partnering with consumers in the planning, delivery and evaluation of services and care, by actively seeking feedback and engaging consumers in their care planning as appropriate to employee role.

- Ensure all activities are in accordance with the following standards as applicable to the employee's work area:
 - National Safety and Quality Health Service Standards (organisation wide);
 - Aged Care Standards (Lewington House);
 - Home Care Common Standards (Home and Community Care);
 - National Standards for Disability Services (National Disability Insurance Scheme – NDIS);
 - Department of Human Services Standards (Disability Support);
 - Royal Australian College of General Practitioners Standards (Medical Centre).
- Actively participate in the Omeo District Health quality improvement program and accreditation processes against the above standards, as appropriate to employee role.
- Be confidently able to complete an incident report and submit a quality activity in Riskman.
- Be able to identify risks and follow the Omeo District Health Risk Management Policy and procedure.
- Have, or participate in, processes to monitor and evaluate the performance of the services provided by the work area.

Professional Development

- Participates in annual performance review and development program.
- Maintain knowledge required for the performance of the position.
- Attend ODH Mandatory Education Training annually.

Health Literacy

- ODH is committed to the principals of Health Literacy and requires staff to adopt a range of health literacy strategies into their work practices.

Key Selection Criteria

Omeo District Health is an equal opportunity employer. ODH has adopted a common set of values across the organisation and developed associated behaviours around these values. Selection will be based on assessing demonstrated performance of the skills, knowledge, behaviours and other personal qualifications relevant to the role.

Essential

- Currently registered with the AHPRA as an Enrolled Nurse
- Developed oral and written communication and conflict resolution skills
- Demonstrated commitment and ability to work as a member of the health care team.
- Demonstrated commitment to ongoing education of self and colleagues

- Demonstrated knowledge and commitment to Quality Improvement
- Ability in prioritising workload to meet deadlines and manage constantly changing priorities.
- Ability to enhance the front line customer service and ODH profile in the community.
- Understanding of the role of policies and procedures within the organisation.
- Demonstrated ability to work with confidential and sensitive information.
- Willingness to undertake a NDIS worker Screening Check and Working with Children's Check (if applicable)
- Experience and commitment to quality improvement.
- Valid Victorian Driver licence.

Desirable

- Experience in providing care services to frail aged or disabled people.
- Ability to apply evidenced based practice
- Sound clinical knowledge
- Understanding of contemporary nursing theory and practice and issues affecting nursing practice in a rural setting

Risk Assessment / Job Analysis

Under Occupational Health and Safety, potential risks associated with this position are detailed below. Employee familiarity and compliance with emergency procedure codes apply to all areas of the organization

Aspects of Normal Workplace	Frequency
<u>Work Environment</u>	
<ul style="list-style-type: none"> • Manage demanding and changing workloads and competing priorities. 	Continual
<ul style="list-style-type: none"> • Work a flexible roster spanning all shifts with the possibility of extended hours. 	Continual
<ul style="list-style-type: none"> • Sitting at the computer or in meetings for extended periods of time. 	Occasionally
<ul style="list-style-type: none"> • Work in a team environment and at times independently. 	Continual
<ul style="list-style-type: none"> • Work in locations geographically separated from the main facility. 	Rarely
<ul style="list-style-type: none"> • Single beds for patients. All beds are fully electric. There is no requirement to lift bed heads or foot ends. Height adjustment is via a button. 	Regularly
<ul style="list-style-type: none"> • Exposure to Substances. Hazardous substances are part of the hospital workplace (e.g. blood). Protective equipment and procedures are in place to prevent contact. 	Occasionally
<u>Work Activity</u>	
<ul style="list-style-type: none"> • Undertake administrative tasks including intensive computer / keyboard work, filing, writing, participating in meetings, concentrating for long periods of time (regular, daily basis) 	Occasionally
<ul style="list-style-type: none"> • Use of technology including photocopiers, telephones including mobiles, fax, televisions, video, electronic white boards and guillotines. 	Occasionally
<ul style="list-style-type: none"> • Undertake manual handling of equipment (eg, lifting, pulling, pushing, transferring, twisting) on a daily basis. 	Continual
<ul style="list-style-type: none"> • Participation in hazard identification and improvement strategies. 	Continual

<u>Work relationships</u> <ul style="list-style-type: none"> • Work within a team environment • Professional interaction with medical, nursing and administration staff • Interact with colleagues and other hospital staff • Interact with members of the public • Interact with patients and relatives 	Continual Continual Continual Continual Continual
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Performance Review:

Six months after commencement of employment, then annually thereafter. Interim reports are completed after every six months or less, as determined by the Department Line Manager, Director of Nursing or Chief Executive Officer.

I,

Agree to undertake the duties as specified in the position description, and accept the appointment in accordance with the responsibilities stated above. My signature acknowledges confirmation of the terms and conditions offered.

As an occupant of this position, I have noted this statement of duties and agree to perform the duties indicated and observe all requirements of the organization's policies and procedures.

Signature: _____ Date:/...../.....