

Position Title: Registered Nurse Level 1
Reports to: Case Co-ordinator/Clinical Nurse Consultant Manager
Division: Relevant Operational Division
Business Unit: Various
Duty Statement: Registered Nurse (assigned business unit/portfolio)

Silver Chain Group's Purpose, Values and Vision

Purpose: Building community capacity to optimise health and wellbeing

Values: Care, Community, Excellence, Integrity

Vision: To provide the world's best health and aged care in the home so Australians can confidently live their lives as they choose

Organisational Environment

Silver Chain Group is a forward-thinking and innovative not-for-profit organisation with a purpose to build community capacity to optimise health and wellbeing. Following the merger of Silver Chain (WA) and RDNS (SA), in 2011, the Group is one of the largest community care providers in Australia, assisting people across Western Australia, South Australia, New South Wales and Queensland.

Silver Chain Group promotes a wellness and independence approach through all areas of our organisation. Fundamental to this is the belief that everyone should be supported to be the very best that they can be. This is reflected in the promotion of maximising independence with our clients and mutual support for our colleagues (internal and external). The extensive range of services delivered by the Group include domiciliary nursing, wound care clinics, home support services, palliative care, home hospital and remote health services.

Our operational divisions provide a range of health services including care delivery and consultancy services that allow clients to remain in their community. Services range from provision of community palliative care for people living with terminal disease to acute and sub-acute conditions that substitute, avoid or shorten periods of hospitalisation.

Quality and Safety

Actively participates in continuous quality and safety activities within the context of the role. Including but not limited to improvement actions, such as audits, reviews, quality assurance measures and drills that result in improvements to client care, staff knowledge and the consumer experience.

Performs duties in accordance with Silver Chain Policies and Procedures including the relevant Occupational Safety and Health legislation, Equal Opportunity legislation and relevant State Health Code of Conduct.

Health and Safety

Actively promotes a positive safety culture by following all reasonable instructions relating to their own or another person's safety. Including but not limited to

- Provision of supervision to staff under their direction;
- Taking actions to avoid, eliminate or minimize hazards;
- Seek information on any work they undertake and be aware of the risks and hazards associated with their work;
- Report all incidents/hazards/injuries;
- Use Personal Protective Equipment as required and directed;
- Attend all mandatory training as scheduled.

Primary Objective

Deliver optimum standards of nursing care that meets the needs of the client and their carer(s) to maintain their independence and remain within their home and community.

Major Accountabilities

The duties of the Registered Nurse will be dependent on qualifications and experience as determined by the Scope of Nursing Practice and the Decision making Framework. The extent of a nurse's scope of practice is determined by the individual's education, training, competence and confidence. The extent of an individual's scope of practice is then authorised in the practice setting by Silver Chain's organisational policies and requirements. Major accountabilities of the Registered Nurse are in accordance with the Competency Standards for Registered Nurses as set out by the Australian Health Practitioner Regulation Agency:

- Deliver client care in accordance with current professional and ethical standards, evidence based practice, relevant legislation and common law.
- Act as an advocate for the client and their family whilst protecting and upholding their rights in relation to the care assessed and provided by Silver Chain.
- Be accountable and responsible for all care given including; assessments, maintenance of care plans; managing emergencies and identification of and delivery of appropriate intervention for complex client problems.
- Collaborate with, and seek advice and assistance from more experienced registered nurses and other health care professionals as required.
- Assess client and carer needs for education/support, inform them of additional sources as appropriate and monitor the effectiveness of the intervention.
- Actively participate in education and professional development of self and others.
- Accept feedback and participate in preceptoring programs at appropriate level and where required, act as an effective preceptor.
- Be aware of, contribute to and incorporate research findings into nursing practice.
- Carry out comprehensive, holistic assessment of clients at admission and as necessary during the period of care implementing a plan of nursing care which will achieve identified outcomes.
- Formulate and maintain care plans in consultation with the client and their family, which address the holistic needs of the client throughout the service delivery period.

- Manage, delegate and organise effectively, the nursing care of individuals and groups.
- Communicate effectively with internal and external stakeholders through verbal and written communication whilst maintaining confidentiality.
- Involve yourself in activities that support continuous improvement and self- development.
- Work co-operatively and develop relationships with individuals from diverse cultural backgrounds based on mutual respect and cross-cultural understanding.
- Work undertaken in the home and community environment will be in accordance with the organisation's mission, values and standards.
- Participate in and contribute to the development of a total safety culture.
- Comply with the organisation's OSH and infection control policies and procedures.
- Assist the organisation by taking responsibility for the identification, management and or elimination of hazards and unsafe work practices.
- Participate and promote a safe medication culture by complying with policy, procedure, identify areas for improvement, education and escalation.

Knowledge, Skills and Experience

- Current registration with the Australian Health Practitioner Regulation Agency with demonstrated clinical skills in the areas of problem-solving, client and family education.
- Minimum 2 years post-graduate clinical experience (Level 1).
- Minimum 12 months experience following completion of Graduate Nurse Program.
- Less than 1 year post-graduate experience (Graduate Nurse).
- Competent completion of practical placements (Graduate Nurse).
- Well-developed communication (written and verbal) and interpersonal skills.
- The ability to work autonomously, as well as in a team environment.
- Demonstrated organisational and time management abilities.
- Proven commitment to learning and professional development.
- Previous experience in community health.
- Computer literacy.

Essential Compliance Requirements

- Satisfactory National Police Certificate (on commencement of employment to be within six months from date of issue and during ongoing employment updated NPC required every three years, as per policy *Criminal Record Checks COR-POL-023*).
- Working with Children Check may be required as advised by your manager or supervisor in accordance with *Criminal Record Checks COR-PP-008*.
- Current registration with the Australian Health Practitioner Regulation Agency.
- Current motor vehicle driver's licence and access to a reliable registered motor vehicle with a minimum of third party insurance.

Verification

I understand and accept the requirements detailed above and confirm my personal commitment to the Purpose, Values and Vision of Silver Chain Group.

Position Holder

Name: _____ Signature: _____ Date: _____

Supervisor

Name: _____ Signature: _____ Date: _____