

Position Title: GH at Home Registered Nurse – On Road

Campus: Ballarat

Directorate: Primary and Community Care

Department: Grampians Health at Home

Reporting to:

- **Direct:** GH At Home Navigators
- **Direct:** GH at Home, Nurse Manager
- **Indirect:** Assistant Director, Healthcare at Home

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Registered Nurse Division One – YU15 – HITH/PAC Nurse Level 1

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

Grampians Health are responding to several demands on our admitted care beds which include but are not limited to an aging population, escalating health care costs, staff shortages, insufficient access to quality and an increase in chronic disease.

In response to this GH are investigating changes in the delivery of acute and subacute admitted services in a person's home. Included in this review is the role of acute health services in preventing or reducing the symptoms and complications of established disease through the provision of community-based, non-admitted care.

Progressive models such as the GH at Home program for prevention and early intervention highlight the prospect of achieving better outcomes for people with complex care needs. It is anticipated that GH at Home will also include safety and standardised processes, reduction in bed demand and integration between acute, subacute and community care.

Nursing Care and clinical competence expects the GH at Home Registered Nurse assess, plan, implement, evaluate, document and feedback client response to therapeutic interventions to the Clinical Navigator and treating medical team. The nurse utilises a caring, compassionate approach, is competent in clinical care, client education and in the use of specific technical equipment. The role is required to develop strong working and collaborative relationships with all members of the multidisciplinary team, complimenting and improving outcomes of existing care, systems and services

KEY ACCOUNTABILITIES

- Facilitate the provision of information/education to patient/clients and their families and carers in understanding their treatment/care options and choices.
- Undertake comprehensive health assessments consistent with patient cohort (medical, surgical, paediatric, geriatric)
- Monitor the implementation of care against the patient/client care plan in collaboration with the clinical care team.
- Be an active participant of the GH at Home team and contribute positively to service improvement and development initiatives.
- Support a team approach to multidisciplinary care through effective communication
- Support and participate in patient/client review meetings and case conferencing with the multidisciplinary clinical care team as required.
- Displays an ability to analyse situations and make appropriate decisions in a timely manner to ensure the needs of patients, staff and the organization are met
- Demonstrates a collaborative working relationship
- Addresses critical factors when making complex decisions
- Demonstrates ability to apply critical thinking skills and make complex decisions on a shift to shift basis
- Participate in information and data management collection systems to assist in meeting both operational and strategic needs of the organization
- Compliance with all GH Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the GH integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Ballarat Health Services.

- At GH we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst GH employees.
- GH is committed to a patient/client centred approach in the provision of health care and services, consistent with the GH values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

KEY SELECTION CRITERIA

Qualifications and experience

- Be eligible for registration as a Registered Nurse Division 1 with the Australian Health Practitioner Regulation Agency (AHPRA)
- Demonstrated ability to work collaboratively and consultatively as part of a multidisciplinary team
- Minimum five years demonstrated experience in either acute, sub-acute and/or community nursing

Technical/Professional Knowledge and Skills

- Demonstrated ability to use Information Communications Technology

Work Environment

- Ability to identify opportunities for quality improvement

Personal attributes

- Ability to problem solve and make decisions in a variety of complex situations
- Ability to identify opportunities for quality improvement
- Ability to work independently and autonomously
- Commitment to continuing professional development

Interpersonal skills

- Ability to communicate effectively and appropriately with all major stakeholders both internal and external

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.

- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.