

Position Title: Registered Nurse Pool

Campus: Horsham & Dimboola

Directorate: Clinical Services / Community & Aged Care

Department: Nursing Administration

Reporting to: Nurse Unit Manager

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: RN Grade 2 (YP2 – YP9)

Enterprise Agreement: Nurses & Midwives (Victorian Public Health sector) (Single Interest Employer) 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

As a Registered Nurse (RN), you are a vital member of the multi-disciplinary health care team who strive to deliver excellent care to patients and their families. You understand the importance of providing nursing practice which focuses on the best possible outcomes for your patients. Your interactions with patients, relatives and colleagues are guided by the organisation's values of patient centred care, trust and respect in an environment which continuously identifies opportunities for improving the quality of patient care.

The RN is a skilled nurse required to work across acute, sub-acute or care communities across Horsham and Dimboola Campuses. Pool RNs are responsible for ensuring that clinical practice and delivery of care is consistent with Grampians Health (GH) policies and procedures, relevant standards and codes of practice in collaboration with the multidisciplinary team.

KEY ACCOUNTABILITIES

1. Perform all duties in accordance with the NMBA Registered Nurse Standards of Practice to achieve optimal healthcare outcomes for patients seeking guidance when a situation exceeds experience or knowledge
2. Provide person centred, skilled, and timely nursing care in a way that ensures the rights, confidentiality, dignity and respect of people are upheld
3. Advocate for patients, promoting their independence and involvement in care decision-making, whilst ensuring the wellbeing and safety of patients is prioritised
4. Function in accordance with relevant laws, regulations, standards, codes, policies and procedures affecting nursing practice
5. Practice independently and interdependently assuming accountability and responsibility for actions and delegation of care to other healthcare workers and seek guidance from an appropriate senior team member when limited by own level of expertise
6. Communicate effectively with relevant medical, nursing and allied health staff, proactively contribute information relevant to delivering and assessing planned care and provide information to other medical team members regarding patient care issues
7. Ensure all clinical documentation is clear and legible, accurate and completed contemporaneously as care is provided
8. Provide nursing care that is informed by research evidence and practises within safety and quality improvement guidelines and standards
9. Appropriately supervise and direct clinical practice of graduate nurses, enrolled nurses and nursing students and provide relevant feedback delegating aspects of care according to level of competence and scope of practice and follow up to ensure appropriate standards of care are provided
10. Contribute to quality healthcare through personal and professional development including completion of annual mandatory training requirements and professional development reviews
11. Perform any other reasonable duties as requested by supervisor/manager within level of experience and scope of practice

KEY SELECTION CRITERIA

Essential:

- Current Division 1 registration with the Australian Health Practitioner Regulation Authority (AHPRA)
- Clinical Skills and experience relevant to acute, subacute or residential aged care nursing
- Effective communication and interpersonal skills
- Proven ability to work effectively in team environment & independently as required
- Demonstrated exceptional customer service and ability to provide high quality care
- Established written and computer literacy skills embracing health technologies and informatics
- Demonstrated ability to be self-directed, motivated and to manage time effectively

Desirable:

- Knowledge of Quality/Continuous Improvement Process

- Post graduate qualification

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.
- 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.