

Position Title: Registered Nurse

Campus: Grampians Health Early Parenting Centre

Directorate: Community and Aged Care

Department: Primary and Community Care

Reporting to: Nurse Unit Manager, ANUMs

Appointment Terms/Conditions:

Classification and Code: Registered Nurse Grade 2, YP2-YP9

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.

Grampians Early Parenting Centre (GEPC)

Grampians Health delivers a day stay and residential (home stay) service in a new purpose-built Early Parenting Centre in Lucas, Ballarat Victoria.

EPCs are dedicated facilities to support mothers, fathers, parents, carers, families and their children up to four years of age. EPCs deliver a suite of core services through a nurse-led multidisciplinary care team.

High quality and safe EPC service delivery is best achieved through a workforce built on a:

- strong nursing leadership team, that provides leadership and clinical oversight and support for the multidisciplinary clinical team; and
- collaborative multidisciplinary clinical team founded on a nursing backbone (registered nurses, registered midwives, enrolled nurses), complemented by allied health such as social workers and psychologists and other specialist staff such as Aboriginal health care workers and General Practitioners.

The service provides flexible targeted services including group sessions, day stay, 4-night stay program, outreach and telehealth targeted to enhance the parent-child relationship and support parents with strategies to achieve their parenting goals.

POSITION PURPOSE

As a Registered Nurse you will oversee and deliver high quality person-centred care, assessment and education to families in the Grampians region based on the EPC's model of care. You will work as part of a nurse led multidisciplinary team and with external organisations to support best outcomes for children and families. Within your scope of practice, you will promote optimal health and wellbeing for mothers, fathers, parents, carers, families and the health, wellbeing and development of their children up to four years of age. You will identify and provide early intervention on factors which impede optimal health, wellbeing and development of children and their families.

The RN works competently within their scope of practice to deliver safe, evidence-based patient centred care. As part of the nurse led multidisciplinary team, the RN will work across all GEPC parenting programs as required, these include day stay, home stay, group education and outreach programs. They may be required to perform an in-charge role in the absence of an RN/RM Associate Nurse Unit Manager.

The position has a strong focus on family/ patient centred care and the RN will demonstrate this value along with an ability to work within our organisational values.

KEY ACCOUNTABILITIES

- Provide nursing care to admitted families and implement the EPC model of care
- Play an active role in the day-to-day implementation of the EPC model of care
- Actively participate in opportunities for further development and learning around early parenting practices
- Work as part of the nurse led multidisciplinary team to support parents to achieve their parenting goals
- Maintain an understanding of parenting challenges and promote prevention, early intervention and help-seeking opportunities
- Recognise and promote factors that contribute to connection to culture and community diversity, and promote self-determination in decision-making

KEY SELECTION CRITERIA

Essential

- Hold a current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse
- Demonstrated clinical experience in early child health and development
- Demonstrated ability to strengthen client capacity to reach their goals
- Ability to work a rotating roster consisting of days and nights throughout the EPC

Desired

- Experience in Paediatrics, Early Parenting, or desire to undertake further study and development in Maternal and Child Health
- Knowledge of peri-natal infant mental health
- Ability to draw on existing strengths and assets of individual families to drive positive outcomes
- Ability to support families experiencing parenting challenges and/or a period of vulnerability
- Knowledge of motivational interviews, adult capacity building and behaviour change
- Knowledge of attachment theory
- Understanding of trauma-informed practice
- Child development knowledge
- Demonstrated understanding of broader issues, current trends and a range of possible strategies associated with the delivery of high-quality treatment modalities to people and families during the perinatal period
- Knowledge of parenting strategies such as Keys to Caregiving, Sleep and Settling Model of Care, First 1000 days Movement, Play and Nutrition and Newborn Behaviour Observations
- Ability to facilitate and deliver group sessions
- Knowledge of relevant legislation including but not limited to Best Interest Framework, Child Safe Standards, Sleep and Settling Model of Care

Personal attributes

- Ability to develop trust and rapport with patients and families
- Commitment to ongoing professional development and sharing of knowledge
- Ability to work effectively in a diverse nurse led multidisciplinary team
- Ability to work professionally and respectfully with families from diverse socioeconomic and cultural backgrounds

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.