

Position Title:	Enrolled Nurse – Casual Positions District Nursing and Social Support Group (Day Centre)
Campus:	Stawell
Directorate:	Community Programs
Department:	District Nursing and Social Support Group
Reporting to:	Manager Community Services
Direct Reports:	Clinical Nurse Consultant/Registered Nurse/Care Coordinator

Appointment Terms/Conditions:

Classification and Code:	EN Level 2 year 2 to EN Level 2 year 5 (IB68 – IB72) depending on experience
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Bargaining Agreement 2024-2028.

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

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

The District Nurse is a key health position that delivers valuable community based clinical nursing services by practicing and promoting safe, efficient and effective nursing care that reflects current standards of nursing practices. District Nurses assist consumers to achieve their optimal health goals by delivering consumer centered services, whilst working as part of a multidisciplinary team.

The social support group program promotes client centered activities that assist people to remain as independent as possible. The group is for people who are frail, aged, disabled or at a health risk or living alone that want to remain independent and be socially active. There is a social atmosphere where people feel at home and a part of a group

The district nursing delivers services through the Commonwealth Home Support Program (CHSP), Support at Home, Post-Acute Care (PAC), Hospital in the Home (HITH), Home and Community Care Program (HACCPYP), and National Disability Insurance Scheme (NDIS) and a number of private brokerage contracts.

KEY ACCOUNTABILITIES

Provision and Coordination of Care

- Plans and evaluates nursing care in consultation with consumers, their carers, families and care teams
- Performs a systematic and focused nursing assessment of the consumer and their environment
- Function in accordance with the law, legislative requirements & regulations, and organizational policies and procedures affecting EEN practice
- Work within scope of practice in collaboration and consultation with the CNC, RN, Community Services Manager and other health professionals to ensure the rights, confidentiality, dignity and respect to those receiving care are upheld • Provides safe and effective evidence-based nursing care to achieve consumers goals of care.
- Priorities workload based on needs, acuity and optimal time for intervention.
- Responds effectively to unexpected or rapidly changing clinical situations and consumer deterioration
- Accepts accountability for own actions and seeks guidance when a situation exceeds experience or Knowledge.
- Practice within safety guidelines and participate in quality improvement in line with organizational policies and procedures, and ensure safety breaches and hazards are reported
- Documents all aspects of care, analyses and interprets data accurately utilizing the organizations clinical consumer information and documentation systems.
- Engage in ongoing professional development and identify own learning needs

Collaborative and Therapeutic Practice

- Establishes, maintains and appropriately concludes therapeutic relationships.
- Maintains professional boundaries with consumers and carers.
- With consumer consent, communicates and collaborates effectively with others to facilitate the provision of goal directed care plans.
- Demonstrates respect for cultural, psychosocial, spirituality of individuals.
- Utilizes the resources of the organization responsibly in a cost-effective manner.
- Priorities safety by identifying or preventing environmental hazards where possible.
- Maintains standards for infection control.
- Participates in annual mandatory competencies required by the organization.

Professional Practice

- Practices within own scope of practice in accordance with legislation affecting nursing practice and healthcare.
- Recognises and responds appropriately to unsafe or unprofessional practice.
- Practices within a professional and ethical nursing framework in accordance with the policies of the organisation.
- Practices in a way that acknowledges the dignity, culture, values, beliefs and rights of individuals /groups and aligning to organisational values.
- Acts as an advocate for consumers within organizational and management structures

- Recognizes the difference in accountability and responsibility between registered nurses, enrolled nurses and unlicensed health care workers.
- Understands requirements for delegations and supervision of practice.
- Actively promote/undertake self-development and learning.
- Actively support and participate in quality improvement and research initiatives as designated

Critical Thinking and Analysis

- Uses best available evidence and nursing expertise to improve current practice.
- Identifies and supports the relevance of nursing and health research to improve consumers' health outcomes.
- Participates in the cycle of continuous quality improvement and service redesign activities.
- Participates in the ongoing professional development of self and others accepting responsibility for own learning.
- Supports the development of others by acting as a resource to colleagues, participating in orientating, preceptorship and mentoring of students and new staff including graduate nurses and other learners.

KEY SELECTION CRITERIA

Essential:

- Medication Endorsed Enrolled Nurse with current AHPRA registration.
- Experience working in a community setting, hospital environment or acute settings where advanced achievement in a range of clinical skills such as wound care, continence care and diabetes management can be demonstrated.
- Demonstrate advanced assessment and consumer centered care planning skills in keeping with wellness and re-enablement principles of care.
- Demonstrated ability to priorities workload and work under pressure.
- Highly developed interpersonal communication skills and computer literacy skills.
- Self-motivated and able to work autonomously within a team environment.
- A current Australian Driver's License.

Desired:

- Experience in chronic disease management and working with consumers with multiple comorbidities and complex care needs.
- Experience in Hospital in the Home (including Central Venous Access Device knowledge)
- Knowledge of funding streams – Community Home Support Program (CHSP), and Home and Community Care (HACCPYP), NDIS and Support at Home care packages
- Ideally Three years' experience post-graduation

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centered 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 centered 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 recognize 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 by 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.