

Position Title: Hospital in the Home Registered Nurse

Campus: Horsham

Directorate: Community & Aged Care

Department: Hospital in the Home (HITH)

Reporting to: HITH Coordinator

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: HITH/PAC Nurse Level 1 (YU15)

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

The primary purpose of this position is to provide assessment, care planning and management of acute medical or post surgical conditions within a community setting. A HITH nurse is required to provide both safe and competent care as part of a multidisciplinary team, to coordinate and provide an expert clinical service at an advanced level, in line with relevant standards, guidelines and policies of Grampians Health.

HITH Nurses are required to independently problem solve and critically think, completing assigned duties and escalating any problems or issues identified that can't be resolved. The HITH Registered Nurse also provides education and support to HITH patients, their families and significant others. This role will support the District Nursing Service and other related services where required.

KEY ACCOUNTABILITIES

1. Participate in the assessment, planning, delivery, evaluation and documentation, providing best practice nursing care that is clinically relevant and appropriate for the individual patient.
2. Act as an intake worker for the HITH program, processing referrals including pre-admission screenings, risk assessments and no lift assessments
3. Provide clinical expertise and problem solving ability for HITH service provision
4. Develop, implement and assess multidisciplinary care plans for HITH patients
5. Liaise closely with acute wards to identify potential HITH patients
6. Support and advocate for HITH patients to have their care needs met
7. Act as a clinical resource within the team
8. Participate in discussions regarding effective and equitable allocation of resources to meet service delivery needs
9. Review and development of policies, procedures and strategies to ensure best practice as required
10. Assist with orientating new team members as requested
11. Represent the HITH service at internal and external meetings and committees
12. Participate in ongoing staff development, work in the role of Team Leader and/or NUM as required to meet the needs of the HITH Service

KEY SELECTION CRITERIA

Essential:

- Registered Nurse with current AHPRA registration
- Well-developed communication, interpersonal and organisational skills
- Ability to relate to and work collaboratively with a broad range of clients, carers and service providers
- Ability to assess, plan, implement and evaluate the delivery of quality health care programs
- Ability to work effectively both independently and within a multidisciplinary team
- Current Victorian Drivers Licence

Desirable:

- Knowledge and understanding of service coordination and acute care principles as applied to HITH services
- Advanced clinical knowledge and skills in acute care
- Previous experience in District Nursing, Hospital in the Home or a related community based service
- Hold a relevant tertiary nursing qualification or be working towards the same
- Experience with Microsoft computer programs including word and outlook

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.