Position Title: Memory Support Nurse

Campus: Stawell

Directorate: Community Programs

Department: Nursing Care

Reporting to: Manager Community Services

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Clinical Consultant Nurse (CNC) A (ZF4) CAPR 3.1

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028.

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 *We are stronger together.*	***Compassion*** *We show that we care.*	***Accountability*** *We do what we say and say what we do.*	***Respect*** *We appreciate and value all people.*	***Innovation*** *We adapt and innovate to achieve best outcomes.*
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 Memory Support Nurse provides specialist care, clinical expertise, and leadership in the area of memory dementia care, working with consumers, carers, families and health care professionals to guide and coordinate person centred assessment and care planning and delivering high quality best practice care.

This role requires working in collaboration with the following key stakeholders:

- Community Home Support Program (CHSP), Support at Home (Packages) and Home and Community Care (HACC PYP) and National Disability Insurance Scheme (NDIS).
- Regional Department of Health and Human Services
- Aged Care Assessment Services (ACAS), Diversity Advisor and Sectoral Development Staff
- Relevant sector stakeholders, for example Dementia Australia Vic.
- Geriatrician, General Practitioners, Acute Wards and Medical Specialist

KEY RESPONSIBILITIES

Provision and Coordination of Care

- Performs a systematic and holistic assessment of the needs of people with memory loss, dementia, their family and/or carers and their environment.
- Provide education, information and practical advice to family or carers on different aspects of caring for someone with dementia, enabling individuals to express their wishes and views about the care they receive.
- Ensure the smooth transition of consumers through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual consumers/clients and their families. This includes providing specialist care, clinical expertise and leadership as a clinical resource for consumers, families, carers and staff.
- Working with consumers, their family and carers to develop and improve skills to assist with caregiving and promote positive approaches for the consumer living with dementia.
- Knowledge and appropriate use of services relevant to consumer/family as evidenced in clinical audits. This includes episodic case management, care coordination, and the development of individual care plans. Undertake appropriate psychological and social intervention and referrals to promote optimum health for the people living with dementia.
- Plans and evaluates care in consultation with consumers, their carers and care teams.
- Responds effectively to unexpected or rapidly changing clinical situations and consumer deterioration.
- Provides safe and effective evidence-based nursing care to achieve goals of care for the people living with dementia.
- Prioritise workload based on needs, acuity and optimal time for intervention.
- Documents all aspects of care, analyses and interprets data accurately, utilising the organisation's clinical consumer information and documentation systems.
- Complete required statistical records for consumers - related and other activities within specified timeframes. This includes collaborating with the relevant Departments of Health to help achieve monthly performance targets.
- Promote service by providing education for the community, carers, care workers, families and others in the support of people living with dementia.
- Accepts accountability for own actions and seeks guidance when a situation exceeds experience or knowledge.

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.
- Utilises the resources of the organisation 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 organisation.

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.
- Practises 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 organisational and management structures
- Recognises 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:

- Registered Nurse with a current AHPRA registration.
- High knowledge of dementia and memory loss
- Evidence of recent Dementia Courses or Training attended
- Three to five years' experience post-graduation preferably in Aged Care Settings or Community Settings
- Experience working in a community setting, aged care or acute settings where advanced achievement in clinical knowledge, clinical skills, problem solving and relevant experience for the role
- Demonstrate experience and expertise in dementia and dementia related behaviour
- A commitment to develop the role and increase awareness of dementia behaviour management across the organisation, including development of referral pathways
- Demonstrate advanced assessment and consumer centered care planning skills in keeping with wellness and enablement principles of care.
- Demonstrate ability to priorities workload and work under pressure.
- Highly developed interpersonal communication skills and computer literacy skills.
- Self-motivation and able to work autonomously and within a team environment.
- A current Australian Drivers License.
- NDIS workers screening check

Desired:

- Experience in Dementia Care and Care Coordination.
- Evidence of recent Dementia Courses or Training attended
- Experience in chronic disease management and working with consumers with multiple comorbidities and complex care needs.
- Knowledge of referrals pathways and collaboration with multidisciplinary team
- Knowledge of funding streams – Community Home Support Program (CHSP), Support at Home (Packages) and Home and Community Care (HACC PYP), NDIS and other care packages or fundings

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 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.