



Position Description			
Position Title:	Registered Nurse		
Position Number:	Various	Division:	Euroa Health Inc.
Classification:	As per EBA	Responsible To:	Nurse Unit Manager
Mode of Employment*:		Hours of Employment*:	
Agreement:	Euroa Health Inc. Nurses & Health and Allied Services Collective Agreement 2019		

*At commencement of employment, may be varied during employment with mutual agreement between employee and EHI.

Position Summary:

The Registered Nurse is an integral member of the multidisciplinary team who works to achieve a high standard of evidence based nursing care to the patient, client, resident and significant others for positive treatment outcomes.

They undertake and contribute to the multidisciplinary assessment treatment and discharge planning of patients and assumes accountability and responsibility for his/her own practice based upon his/her level of educational preparation and competence.

All nursing staff of Euroa Health Inc. are guided by the organisations values, policies and guidelines and are required to abide by the Nursing and Midwifery Board of Australia – Professional Codes & Guidelines, & Registration Standards.

Key Accountabilities:

- Uphold and provide at all times the best patient-centred nursing care including recognition of normal and abnormal parameters in assessment, intervention and evaluation of individual health and function status.
- Work collaboratively with all members of the multidisciplinary team to facilitate integrated person-centred care leading to Improved patient outcomes.
- Monitor the impact of nursing care and maintain ongoing communication with the Visiting Medical Officer regarding the health and functional status of individuals in your care.
- Use critical and reflective thinking skills in contributing to decision making which includes reporting changes in health and functional status and individual responses to health care interventions.- Demonstrate how this is a key accountability?
- Support the development of and comply with organisational and service level policies and procedures pertinent to registered nursing practice. - Demonstrate how this is a key accountability?
- Contribute to the review of care plans in conjunction with individuals/groups.
- Implement planned nursing care to achieve identified outcomes.
- Ensure communication, reporting and documentation are timely and accurate.
- Organise workload to facilitate planned nursing care for individuals and groups.
- Prioritise the delivery of nursing care to individuals/groups.
- Assist management in the maximisation of income streaming and unit expenditure. - Demonstrate how this is a key accountability
- Always adhere to the Drugs, Poisons and Controlled Substances legislation (e.g. Regulation 8 of the Drugs, Poisons and Controlled Substances Regulations 2017)
- Always provide cohesive and engaged leadership
- Participate as a team member with a high level of engagement and dedication



The incumbent can expect to be allocated duties, not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this classification.

Key Selection Criteria:

1. Current Australian Health Practitioner Regulation Agency - Registered Nurse Registration.
2. Verified and appropriate clinical skills and experience in acute and / or aged care nursing.
3. Proven knowledge of nursing and current clinical issues.
4. Attested knowledge and attention to clinical assessments and care planning.
5. Demonstratable ability to prioritise tasks to ensure a safe and efficient patient experience.
6. Proven ability to work in a team environment.
7. Have basic knowledge of funding streams in both the acute sector and aged care sector
8. Undertake a mandatory police records check and provide documentation of current immunisation status prior to commencement.

Key Relationships:

Internal: CEO/Executive Nursing Officer, Nurse Unit Managers, EHI staff, Credentialed VMO's.

External: Patients, families, carers and other health care providers.

Key Organisational Requirements	
Best Care at EHI	<p>EHI is committed to “Best Care”, which includes:</p> <ul style="list-style-type: none">• Achieving the Best Outcomes – Care that is Effective and Safe• Working together to provide the Right Care – Care that is Appropriate and Integrated• For Every Person, Every Time – Care that is Person-centred <p>Our purpose is to provide a consumer experience that is Personal, Connected and Right and Safe for every person, every time.</p>
Quality & Clinical Risk Responsibilities	<p>You are required to understand, apply and implement the organisation’s clinical governance framework and to ensure the provision of high quality health care through continuous improvement. Through:</p> <ul style="list-style-type: none">• Demonstrating a commitment to best nursing practice,• Taking responsibility for their own practice and sharing responsibility for creating and maintaining systems that provide safe, high quality health care,• Participating in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards, including audits and other activities.• Being responsible for ensuring familiarity with Health Service-wide and specific Department Policies & Protocols.• Understand the importance of patient safety, clinical risk management and consumer participation within the organisation.• Appreciate the particular risks associated with vulnerable patients/clients e.g. Elderly, persons and children, ensuring commitment to and compliance with relevant obligations.• At all times maintain clear and concise supply and administration records



<p>Privacy and Confidentiality</p>	<ul style="list-style-type: none"> • Ensure that the affairs of Euroa Health Inc., its patients, clients and staff remain strictly confidential 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 Euroa Health Inc..
<p>Workplace Safety Responsibilities</p>	<ul style="list-style-type: none"> • Perform role in a safe manner by adhering to EHI Occupational Health and Safety policies, regulations and agreed safe work procedures and report immediately any potential hazards and/or incidents occurring in the workplace. • Adhere to infection control policies and procedures and dispose of waste promptly and in accordance to EHI Policies and practices. • Adhere to emergency procedures as detailed in the EHI Emergency Procedures Protocol. • Ensure compliance with No-lift policies and practices.
<p>Code of Conduct/ Behaviour/ Professional Practice</p>	<ul style="list-style-type: none"> • Demonstrate practice within the Vision, Mission and Values of EHI and where applicable in accordance with the intent and standards prescribed by the relevant professional body, e.g. AHPRA, Australian Nursing and Midwifery Council or other professional association. • Assist in establishing and maintaining effective communication systems within the organization and promote and maintain an environment of teamwork and professionalism. • Work in accordance with relevant legislation, standards and polices (as applicable to role), e.g. Charter of Human Rights, Privacy Act & Principles, Equal Employment Opportunity, Bullying and Harassment, Bereavement and Support Standards for Specialist Palliative Care. • Always adhere to the Drugs, Poisons and Controlled Substances legislation (e.g. Regulation 8 of the Drugs, Poisons and Controlled Substances Regulations 2017) • Always uphold a professional manner that is supportive and fully engaged with the development of students undertaking placement.
<p>Education</p>	<ul style="list-style-type: none"> • Demonstrate commitment to personal and professional development. • Ensure educational opportunities are relevant, practical and timely according to the identified needs of the staff member and the department. • Participate in the review of one’s own professional development annually, with the department manager, identifying key areas for professional and personal growth. • Complete all compulsory education requirements annually as per EHI Policies and procedures.
<p>Organisational Expectations</p>	<p>Facilities and Equipment</p> <ul style="list-style-type: none"> • Maintain surrounds and equipment used within the role, ensuring that cleanliness and safety are adhered to at all times. • Responsible for the reporting of any malfunctioning equipment and /or facility to the appropriate line manager. • Ensure the safety and economical use of all resources both clinically and organisationally.

Manual Handling Risk Rating: Moderate

It is a requirement of this position to complete No Lift Education on commencement and undertake annual competency assessments

Security Check



Euroa Health

All employees of Euroa Health are required to obtain a current police check and appointment will be subject to new staff meeting the requirements of Health Service Policy and the relevant legislation prior to commencement of employment. Registered Nurses are also required to obtain a satisfactory 'Working With Children' check.

Endorsement: I have read and understand the requirements of this role.

Employee Signature: _____ Date: _____

Manager: _____ Date: _____