

Regal Nurse

Purpose

To provide quality evidence based care to patients, families, and Support Workers

NAME

Reporting to

Nurse Manager

Direct Reports

None

Key Stakeholders

Patients/Customers and their families

Care Team

Scheduling Team

Field Workforce

Essential Criteria

- Current NSW Nursing Registration Authority to Practice without conditions
- Have practiced as a Registered Nurse in the last three years
- Demonstrated experience in primary care, complex chronic disease or aged care
- Commitment to excellence in:
 - Communication and interpersonal skills
 - Clinical Nursing Practice
 - Own professional development
 - Quality improvement programs
- Current drivers license with proven excellent driving record
- Own car with current registration

Desirable Criteria

- General clinical experience in acute and/or primary care settings
- Palliative Care experience
- Up to date Wound Management skills

Hours of Work

As negotiated

Region

As negotiated

Qualifications

Post graduate qualifications in the relevant area is desirable

Continuum Of Care

- ❑ Provide quality care to clients in their place of residence.
- ❑ Ensure the diverse nursing needs of various client groups are met, maximising continuity of care.
- ❑ In consultation with the client/carer/referees, the client's nursing needs are assessed and care is planned and reviewed as needed
- ❑ Treatment plans are developed with client/carer participation and evaluated on an ongoing basis
- ❑ Educate client and family with regards to their health status so as to foster independence where possible
- ❑ Liaise with the client's General Practitioner, referral sources and other allied Health Professionals to ensure optimum holistic care and open communication
- ❑ Act as the client advocate
- ❑ Adhere to all aspects of privacy and confidentiality in regard to clients, staff and Regal Health personnel
- ❑ Nursing Care is delivered in accordance with the policies and procedures of Regal Health, and the Victorian Nurses Board
- ❑ Report client complaints promptly to Regal Health Head office

Key performance Indicator: - are there annual performance reviews planned?

- Provision of quality evidence based Nursing care that meets the professional standards,
- High standard of documentation in accordance with best practice guidelines.
- Evidence of good communication with GP's and other Health providers.
- Evidence of planning for separation.
- Adhere to statutory regulations and Regal Health policies.

Human Resource Management

- ❑ Maintain up to date clinical information via participation in article reviews and attending relevant ongoing education sessions
- ❑ Participation in Regal Health Professional Development / Team Peer Support Program.
- ❑ Participate in annual performance appraisals.
- ❑ Participate in ongoing education as provided by Regal Health and externally.
- ❑ Undertake annual CPR and anaphylaxis competency training

Key Performance Indicator:

- Evidence of up to date clinical information in care provided to clients
- Attendance at education / in-service either internally or externally, to maintain up to date clinical information and skills.
- Undertake annual competencies.

Information Management

- ❑ Ensure all client records are accurate and attended to in a timely manner
- ❑ Ensure all assessments are accurate and attended to in a timely manner
- ❑ Participation in appropriate team meetings and associated committees as required

Key Performance Indicator:

- Ensure all client records are accurate and attended to in timely manner
- Ensure all assessments are accurate and attended in a timely manner
- Participation in appropriate team meetings and associated committees as required

Safe Practice And Environment

- Work within recognised Occupational Health and Safety principals
- Report and document incidents and occupational risks to ensure the safety of all staff and clients
- Adhere to Regal Health infection control guidelines as set out in policy and procedures manuals
- Ensure that all equipment and supplies are maintained to enable the provision of quality client care

Key Performance Indicator:

- Occupational Health and Safety and Infection Control principals are adhered to.
- Incidents are reported to HO verbally and in writing.

Improving Performance

- Participate in quality activities
- Maintain up to date clinical information by participating in journal reviews at team meetings as required
- Participation in ACHS accreditation process
- Maintain individual professional development and education requirements

Key Performance Indicator:

- Participation in clinical auditing processes and quality activities as required.

Performance Appraisal

An annual review of all Community Nurses' performance is carried out.

Regal Health Workforce are required to comply with National, State and Organisational policies and guidelines for employment equity and diversity; ethical and fair workplace practices; occupational health and safety; and the Code of Conduct, Ethics and The National Privacy Principles to ensure professionalism in the workplace.

Appointments to Regal are subject to criminal record and reference checks.

I acknowledge this document as a true and accurate description of the role I have accepted.

Employee Name.....

Employee Signature..... Date.....

Manager Name.....

Manager Signature.....

Date.....

Regal Values

Embrace and instill Regal's Values in every element of your role



The key responsibilities of this role are outlined in this Position Description. Actual tasks or requirements may change from time to time.