

POSITION DESCRIPTION

Position	Enrolled Nurse		
Department	Nursing	Level of Authority: (as per ORH Instrument of Delegation)	NA
Reports to	Nurse Unit Manager		
Responsible to	Director Clinical and Aged Care Services		
Enterprise Agreement	Nurse and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement <i>And subsequent agreements as may be approved in accordance with Fair Work legislation during the course of employment</i>		
Pay Scale	As per employment contract		

ORBOST REGIONAL HEALTH

Orbost Regional Health provides acute, urgent care, medical and specialist services, and an array of community health, welfare and aged care services. We aim to meet the community needs utilising a flexible funding model. Partnership arrangements enhance our ability to delivery services to an area covering one million hectares across Far East Gippsland. At Orbost Regional Health our innovative multipurpose service has the capacity to embrace a holistic approach to health and wellbeing. We provide not only the Acute and Aged Care facilities, but also many other services to maintain the physical and mental well-being of the community.

POSITION OBJECTIVE

The primary role of this position is to provide high quality person centred care to patients and residents at ORH. A key function of this position will be the provision of care to older people ensuring Residents maintain optimal independence, have quality of life and are treated with dignity in a safe and homelike environment.

POSITION REQUIREMENTS

Position Requirements	
Satisfactory National Police Check (no older than 12 months) <i>Certificate must be provided prior to commencement</i>	Required
Satisfactory Working with Children Check <i>Evidence of application must be provided prior to commencement</i>	Required
Satisfactory NDIS Worker Screening Check <i>Evidence of application must be provided prior to commencement</i>	Not Required
Satisfactory Health Declaration (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i>	Required
Immunisation History (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i> <i>Participation in the annual influenza vaccination program is a requirement</i>	Required
Evidence of Professional Registration	Required
Evidence of Professional Qualification	Required
Valid Victorian Driver's Licence	Preferred
Typical Work Schedule	
This position is worked as required across 7 days per week This position is worked as required on public holidays Availability to work a variety of shifts is required	

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RESPONSIBILITIES AND ACCOUNTABILITIES

Primary Responsibilities and Key Performance Indicators
<p>Clinical:</p> <ul style="list-style-type: none"> • Provides care directed at the safety, comfort, personal hygiene and rehabilitation of residents and patients in conjunction with the Registered Nurse (RN). • Participates in the assessment and documentation of the resident/patient's physical, emotional and social needs. • Assist in the development of nursing care plans, encouraging participation from the resident and family members or carers, being aware at all times of their right to privacy and dignity. • Assists in the delivery of quality nursing care, maintaining an orderly, safe, clean environment. • Observes records and communicates to the RN, matters related to changes in the general and specific physical condition of the residents/patients. • Participates in discharge planning of residents/patients when required • Administers medications within scope of practice and according to ORH policies. <p>Professional:</p> <ul style="list-style-type: none"> • Participates in in-service education, including annual completion of on-line competencies and applicable learning packages • If medication endorsed must undertake to complete ORH annual drug competency • Undertakes to complete annual competencies in Basic Life Support and 'No Lift' • Uses available resources to promote self-development • Participates in external education programs and shares knowledge with other members of the nursing team as applicable • Participates in relevant staff meetings • Undertake other duties as requested by the Manager/Team Leader that are within the scope and skill consistent with the position.
Qualifications and Experience
<ul style="list-style-type: none"> • Registered with the Australia Health Professionals Registration Authority as an Enrolled Nurse • Has an approved qualification in administration of medicines with an Administration of Medicines Scope of up to four routes
Skills, Knowledge and Attributes
<ul style="list-style-type: none"> • Experience with aged care nursing • Ability to carry out meticulous care planning; has a good understanding of the necessity to involve families/carers and significant others in this planning • Ability to work as part of a multidisciplinary team • Understanding of rural health issues relating to nursing • Has an understanding of the principles relating to Discharge Planning and is able to participate when required
Strategic Imperatives
<ul style="list-style-type: none"> • Demonstrate an awareness and understanding of ORH's strategic plan and contribute to the team's work plan to achieve organisational objectives. • Ensure all work practices comply with current ORH policies, procedures and/or guidelines. • Be familiar with organisation's vision and values and demonstrated alignment with the trademark behaviours in day to day practice. • Demonstrate an awareness and compliance with the ORH Partnering with Consumers framework to foster person-centred practice. • Adopt and maintain a progressive and evidence-based approach to service delivery.
Professional Development
<ul style="list-style-type: none"> • Actively engage in the annual performance review and development appraisal with direct supervisor.

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<ul style="list-style-type: none"> • Maintain professional competencies and registration (if applicable) and undertake relevant professional development, continuing education and training. • Ensure completion of mandatory competencies (both organisational and profession-specific) as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.
<p>Work Health and Safety</p> <ul style="list-style-type: none"> • Regular monitoring and review of personal work practices and the environment to ensure a healthy and safe workplace in accordance with ORH policies/procedures and legislative requirements. • Adhere to Occupational Health and Safety, Equal Employment Opportunities, Emergency Management, Waste Management, Environmental, Sustainability and Infection Control policies, procedures and legislation. • Proactively report OH&S hazards, incidents and injuries to supervisor. • Ensure that infection control guidelines and requirements are known and incorporated into daily work activities.
<p>Quality and Risk Management</p> <ul style="list-style-type: none"> • Actively participate and contribute to quality improvement activities, by identifying and making recommendations on opportunities to improve processes, workplace health and safety, and quality service delivery outcomes. • Be aware of Orbost Regional Health's approach to quality and safety that includes: Risk management, Clinical governance, Patient centred care and Consumer rights and responsibilities, Diversity, Workplace Health, Safety and Wellbeing, Performance reporting and Monitoring, Partnering with Consumers, Quality Improvement and Open Disclosure. • Adhere to ORH incident and complaint investigation policies and procedures. • Actively participate in the Orbost Regional Health quality program and accreditation processes against the relevant standards. • Manage risk in daily work practices. • Adhere to all organisational policies, procedures and health legislations. • Ensure a good knowledge of polices relating to reportable conduct, child safe standards and hospital response to family violence.
<p>Information and Resource Management</p> <ul style="list-style-type: none"> • Understand the purpose of, and be able to use client/corporate records systems and common software applications confidentially and appropriately. • Prepare documentation using clear, concise and grammatically correct language appropriate to the role and service requirements. • Record and maintain accurate and timely data as directed to meet relevant funding and policy requirements. • Work within budget requirements and use resources appropriately. • Comply with record and information management requirements in accordance with relevant ORH policies and guidelines. • All employees of Orbost Regional Health must sign a Confidentiality Statement. This is to ensure that employees shall not at any time, either during the period of employment, or at its completion, divulge either directly or indirectly to any person, confidential knowledge or information acquired during the course of this employment. • All employees of Orbost Regional Health are required to recognise consumer rights and operate within the Charter of Human Rights. • Ensure information relating to patients/clients/consumers and colleague's is kept private and confidential at all times in accordance with ORH policies and procedures.
<p>Communication and Teamwork</p> <ul style="list-style-type: none"> • Actively participate in team meetings, staff forums and other meetings relevant to the role, and as required.

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<ul style="list-style-type: none"> • Work in a cooperative and collaborative manner with all team members to foster a positive and supportive work environment and person-centred provision. • Provide guidance and support to others within your work area to contribute to a valuable and constructive learning experience.
Immunisation
<ul style="list-style-type: none"> • It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A. Yearly flu vaccinations are required for Category A and B.
Diversity and Inclusion
<ul style="list-style-type: none"> • Support an inclusive environment where all individuals are treated fairly, with respect and receive the same opportunities. • Recognise and respect diversity and inclusivity within the workplace. Everyone has the right to high quality health care and opportunities regardless of diversity factors which include cultural, ethnic, linguistic, religious beliefs, gender, sexual orientation, age and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst all Orbost Regional Health employees. Actively participate in developing cultural competence including an awareness and understanding of the diverse range of cultures and backgrounds, including Aboriginal and Torres Strait Islander peoples, members of the LGBTQIA+ community, and those from culturally and linguistically diverse backgrounds and people with a disability.

KEY SELECTION CRITERIA

<p>Orbost Regional Health is an equal opportunity employer. ORH Has adopted a common set of principles across the organisation and developed associated trademark values and behaviours. Selection will be based on assessing demonstrated alignment with the skills, qualifications, knowledge, behaviours and other personal qualities required to carry out the role effectively.</p> <p>Essential Criteria:</p> <ul style="list-style-type: none"> • Registered with the Australia Health Professionals Registration Authority as an Enrolled Nurse • Ability to carry out meticulous care planning; has a good understanding of the necessity to involve families/carers and significant others in this planning • Ability to work as part of a multidisciplinary team • Understanding of rural health issues relating to nursing • Has an understanding of the principles relating to Discharge Planning and is able to participate when required • Competency in Basic Life Support • Understanding of occupational health and safety issues relating to nursing • Experience in the 'No Lift System' • Strong understanding of Infection Control Principles pertaining to this role • Is computer literate and experience in electronic aged care planning systems is desirable <p>Desirable Criteria:</p> <ul style="list-style-type: none"> • Post graduate experience of at least in Aged Care settings with Acute experience an advantage • Experience or qualifications in dementia care and/or palliative care
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JOB DEMANDS CHECKLIST

Orbost Regional Health endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgement at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions:	
I = Infrequent	Activity may be required very infrequently
O = Occasional	Activity required occasionally, not necessarily on all shifts
F = Frequent	Activity required most shifts, up to 50% of the time
C = Constant	Activity that exists for the majority of each shift and may involve repetitive movements for prolonged periods
NA = Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	NA
Physical Demands						
Sitting	Remain seated to perform tasks		x			
Standing	Remain standing to perform tasks			x		
Walking	Periods of walking required to perform tasks			x		
Bending	Forward bending from waist to perform tasks		x			
Kneeling	Remaining in a kneeling position to perform tasks		x			
Lifting / Carrying	Light lifting and carrying			x		
	Moderate lifting and carrying			x		
	Assisting lifting (mechanical, equipment, person assist)			x		
Climbing, working at heights	Ascending and descending ladders, stools, scaffolding		x			
Pushing / Pulling	Moving objects e.g. trolleys, beds, wheelchairs, floor cleaning equipment			x		
Reaching	Arms fully extended forward or raised above shoulder		x			
Crouching	Adopting a crouching posture to perform tasks		x			
Foot Movement	Use of leg and/or foot to operate machinery		x			
Head Postures	Holding head in a position other than neutral (facing forwards)		x			
Fingers / Hand / Arm movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding		x			
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands			x		
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, ride on mower, bus, etc		x			
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, distressed. E.g. Crisis or grief situations			x		

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Aggressive / Unpredictable People	Raised voices, yelling, swearing, arguing e.g. Drug/alcohol, dementia, mental illness			x		
Exposure to distressing situations	E.g. child abuse, delivering bad news, viewing extreme injuries, viewing deceased			x		
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures		x			
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)			x		
Noise	Environmental / background noise necessitates people raising their voice to be heard		x			
Biological Hazards	E.g. exposure to body fluids, bacteria, infectious diseases requiring PPE			x		
Cytotoxic Materials	Handling and/or preparation of cytotoxic materials			x		
Radiation	Working with radiologic equipment		x			

AUTHORISATION

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

Employee signature

Employee name (printed)

Date

Orbost Regional Health is a smoke free workplace

DOCUMENT CONTROL

Orbost Regional Health reserves the right to review and amend this document at its discretion.

Reviewed by Manager:	Date: 20/08/2024	Updated: <input checked="" type="checkbox"/>	No update required: <input type="checkbox"/>
Approved by Director:	Date: 20/08/2024	Name: Kylie Foltin, Director Clinical and Aged Care Services	