



Position Description

Position Title:	District Nurse Level 1 This position description is a supporting document to an employee's "Letter of Appointment" and "Variation to Letter of Appointment"
Department:	Community Care
PD Issue Date:	April 2024
Classification/Award:	Award: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise agreement 2020-2024 Classification: District Nurse Level 1 CN 2.1 – 2.4
Performance Review:	A six-month probation will apply to this position (6 months from date of commencement). Performance reviews will then be held annually.

ROLE

The Level 1 District Nurse provides comprehensive, safe and effective client nursing care using professional knowledge and skills to maximise health, wellbeing and independence of clients living in the South Gippsland Community.

The Level 1 District Nurse provides supervision and support to Enrolled Nurses and Nursing Students.

ORGANISATIONAL RELATIONSHIPS

Reports to: Community Nurse Unit Manager

Liaises with:

- All South Gippsland Hospital Staff
- Foster and Toora Medical Centre staff
- Bass Coast Health and West Gippsland Healthcare Group Post-Acute Care Services
- South Gippsland radiology staff
- External referring hospitals, health care and home care package providers
- Clients and their family/carers
- Other service providers

KEY RESULT AREAS

- Provide high quality clinical community nursing care
- Ensure client involvement in decision making, care planning and discharge planning
- Independently set priorities and work in a timely and efficient way according to workload requirements and all South Gippsland Hospital Policies and Procedures
- Delegate appropriate clinical and administrative tasks to Enrolled Nurses
- Maintain timely statistical data and documentation of all patient contact and clinical support activity in compliance with the South Gippsland Hospital Record and Documentation policy
- Establish sound, collaborative working relationships with internal staff, external clinicians and other relevant stakeholders

- Provide effective clinical supervision and support to Enrolled Nurses and Student Nurses working within the district nursing service
- Demonstrate a commitment to continuous improvement by participating in relevant learning opportunities
- Actively participate in regular supervision, the annual staff performance review and professional development activities
- Report effectively to the Community Nurse Unit Manager including escalating all clinical and non-clinical concerns
- Participate in relevant organisational/ team meetings
- Manage and report risk and actively work toward implementing risk reduction strategies
- Maintain the Australian Nurses and Midwifery Board (ANMB) Registration requirements as a Registered Nurse
- Meet contractual and statutory requirements of the role including but not limited to National Safety and Quality Health Standards, Aged Care Standards and other funding guidelines as relevant
- Work according to the conduct, policies and standards of relevant external bodies and SGH
- Ability to backfill other community nursing roles within the Level 1 scope of practice as directed
- Perform other duties reasonably required as directed
- Demonstrate knowledge and commitment towards quality improvement activities and actively participate in departmental accreditation processes
- Demonstrate a commitment to safety and quality of care

SPECIALIST SKILLS AND KNOWLEDGE

- Work within scope of practice according to qualifications and registration with the Australian Health Practitioner Regulation Agency (AHPRA) in accordance with SGH policies, procedures, and clinical guidelines
- Demonstrate willingness to undertake relevant training / course to develop skills and acquire knowledge
- Demonstrated, or working towards, specialist clinical skills relevant to community nursing practice is desirable
- Participate in the Performance and Development Review process

QUALIFICATIONS AND EXPERIENCE

- Each employee is required to satisfy the Australian nurses and Midwifery Board (ANMB) registration requirements as Registered Division 1 Nurse for this role
- The entry level rate for this classification is CN 2.1 except where the Employee has more than 4 years of experience as a Registered Nurse, in which case the entry level will be CN 2.2, 2.3 or 2.4 in accordance with their years of experience as a Registered Nurse.
- Current competency in Basic Life Support
- Current Victorian Driver's Licence
- Current Working with Children Check and valid Police Check
- Two+ years post graduate clinical nursing experience (desirable)
- Relevant post-graduate qualifications (desirable)

KEY SELECTION CRITERIA

- Demonstrated clinical experience in acute, chronic disease and/or palliative care nursing.
- Demonstrated knowledge of person-centred care and goal directed care planning.
- Ability to set priorities and work collaboratively or autonomously in an efficient manner to meet the requirements of this role.
- Demonstrated ability to competently maintain documentation and statistical data.
- Excellent organisational and administration skills including the ability to deal with multiple demands and timelines.

- Well-developed verbal, written and IT communication and negotiation skills.
- Evidence of professional supervision and/or continued professional development.

MANDATORY COMPETENCIES

Unless an employee is able to produce authorised evidence of successfully completing an approved mandatory competency, the employee will be required to successfully complete the competencies within the first six months of employment.

Each employee is then required to successfully complete mandatory clinical competencies annually.

ORGANISATIONAL VALUES

South Gippsland Hospital (SGH) staff work with each other according to the Values listed below and the behaviours these values require when carrying out business. These values are:

Accountability – accepting responsibility for our actions
Trust- acting with integrity and being able to count on each other
Excellence – doing our best at all times and looking for ways to improve
Adaptability – being flexible and accepting of new ideas and change for the better
Mutual Respect – treating others in the way that want to be treated

It is expected that staff will work according to these Values when working directly with other staff, clients and members of the community.

OCCUPATIONAL HEALTH AND SAFETY

SGH recognises its obligation for full compliance with the *Occupational Health and Safety Act 2004* and associated Occupation Health and Safety regulations 2017. All staff are required:

- to comply with safety instructions in their work environment and to familiarise themselves with OH&S procedures.
- to take reasonable care of their own health and safety as well as that of other people who may be affected by their conduct in the workplace.
- to seek guidance about new or modified work procedures.
- to ensure that any hazardous conditions are eliminated or minimised and that near misses and injuries are reported immediately to their supervisor.

If the role includes people management duties, these include the requirement to manage the health and safety of people under this control and support the actions contained in SGH OH&S policies.

INFECTION PREVENTION AND CONTROL

An effective, integrated organisation-wide Infection Prevention and Control Program is dependent upon the support, recognition, motivation, commitment and integrity of every staff member.

All staff members have a responsibility to maintain infection prevention and control knowledge levels commensurate with the requirements of the position, and to adhere to the organisation's Infection Prevention and Control policies and procedures at all times.

LEARNING AND DEVELOPMENT

SGH is committed to education.

All staff have a responsibility to undertake their own professional development and actively participate in the learning and development of others. This may involve colleagues, health

professionals from other disciplines or students. Inter-professional education is strongly encouraged and supported and is integral to a small rural hospital

HEALTH AND WELLBEING

The health and wellbeing of employees is a priority for SGH and the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals is recognised in this workplace.

Staff are expected to:

- partake in the promotion of the health and wellbeing of employees
- contribute to an inclusive and health promoting environment
- promote our values of trust, excellence, accountability, adaptability and mutual respect
- promote an organisational culture of positive mental health and wellbeing through supportive leadership, employee participation and shared decision making

DIVERSITY STATEMENT

SGH is committed to providing employment, health care and all related business based on the principles of access, equity and respect. SGH acknowledge the Traditional Custodians of the land on which we work and pay our respect to their Elders past, present and emerging. Staff are expected to provide excellence in care and a safe, welcoming and inclusive health service by:

- extending respect to Aboriginal and Torres Strait Islander people at all times,
- engaging respectfully with all cultures and
- respecting and appreciating what makes each individual different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education and national origin.

MULTI AGENCY RISK ASSESSMENT MANAGEMENT (MARAM)

Family Violence is a health issue and SGH provide support to any staff member experiencing family violence. All public hospitals are legislated to screen, identify and respond to family violence. The Multi Agency Risk Assessment Management (MARAM) framework is a whole organisation, multi-level approach to family violence. At SGH, we are committed to align our organisation with the 4 pillars of the MARAM framework: Shared understanding, Collaborative practice, Responsibility for risk assessment and management and Systems, outcomes and improvement. We respectfully, safely, and sensitively engage with all. We work collaboratively to increase the safety of people experiencing family violence, and to keep perpetrators in view and accountable for their actions and behaviours. We are committed to ensuring that all staff have access to adequate training to enable them to fulfil the responsibilities assigned to their role in the MARAM framework. Employees will undertake MARAM training as appropriate to their position and adhere to related policies.

At SGH all staff either contributes to or holds the following responsibilities;

Responsibility 1: Respectful, sensitive and safe engagement with clients and colleagues

Responsibility 2: Identification of family violence risk

Responsibility 5: Seek secondary consultations and referrals for comprehensive risk assessment and management

Responsibility 6: Contribute to information sharing with other services in line with SGH Information Sharing Policy

Responsibility 9: Contribute to coordinated risk management

Responsibility 10: Collaborate for ongoing risk assessment and risk management

In addition to the above, some senior nursing staff hold responsibilities of

Responsibility 3: Intermediate risk assessments

Responsibility 4: Intermediate risk management.

CONFIDENTIALITY

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of SGH.

Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information.

Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

QUALITY AND RISK MANAGEMENT

In order to ensure patient safety and high quality of care:

- Staff are required to participate in the development and maintenance of a quality service through the application of professional standards; participation in quality improvement activities; and compliance with the policies, procedures, practices and organisational goals and objectives of SGH.
- Staff are required to encourage the patient to partner with the health care team and be at the center of all care decisions.
- Staff are required to contribute to the development and maintenance of the SGH Risk Management Framework and apply the framework to identify, evaluate and minimise exposure to risk.
- Staff are required to abide by the Code of Conduct for Victorian Public Sector Employees
- Clinical leaders are required to help support other clinicians to understand and perform their delegated safety and quality roles, and ensure clinical staff are working within their designated scope of clinical practice

SPECIAL REQUIREMENTS

- Staff will be required to satisfactorily complete a National Police Records, and Working with Children Check prior to commencing employment.
- Staff will be required to hold a COVID-19 vaccination certificate, or valid medical exception prior to commencing employment.
- Should your role require you to drive a SGH vehicle, a current Victorian Drivers Licence is required. Loss of licence or any licence infringement must be reported by the employee to Management immediately.
- A completion of pre-existing injury or illness declaration will be required prior to appointment to the position.
- SGH employees are expected to be familiar and work according to:
 - policies and procedures of SGH, including Risk Management Policy & Framework
 - Industrial Agreements that provide terms and conditions of employment
 - Scope of Practice and professional codes of conduct established for your profession
 - Code of Conduct for Victorian public sector employees and
 - Provisions of the Fair Work Act.

INCUMBENT STATEMENT

I, _____ have read, understand and accept
(please print name)

the above Position Description.

Signed: _____ Date: _____

Copy to staff member: Yes No

Details certified correct by:

Name: _____

Signature: _____

Date: _____