



# CASUAL REGISTERED NURSE – DISTRICT NURSING

<b>Department:</b>	Acute Health District Nursing		
<b>Salary:</b>	As per Agreement	<b>Classification Code:</b>	Grade 2 (YF5 CN 2.4) or Grade 3A (YU1 CN 3)
<b>Award/Agreement:</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024		
<b>Position created:</b>	July 2022	<b>Date Reviewed:</b>	October 2024

<b>PRIMARY OBJECTIVES</b>	<p><b>THE ORGANISATION</b> Sunraysia Community Health Services (SCHS) is a service providing primary and preventive care for our community members who are at risk of poor health outcomes, and experience health disparities. SCHS understands the influence of the Social Determinants of Health (SDoH) upon health inequities experienced by community members. The centrepiece of care at SCHS is providing a client relationship based care coordination approach, that identifies and attempts to address the SDoH for clients, work with consumers and community members, to structure their care around the context in which they live and work.</p> <p><b>THE PROGRAM</b> The District Nursing program aims to provide comprehensive clinical nursing services to eligible clients. The service aims to prevent early admission to hospital and/or residential care. The Primary Nurse role was developed in response to the need for District Nursing services to work more closely with the client and carers in a holistic way.</p> <p><b>POSITION PURPOSE</b> Wound management is a key service provision area of the District Nursing program. This service is performed in accordance with Australian Wound Management Association Standards and may be provided to an individual at home, in accordance with the client’s wishes and needs.</p> <p><i>HOW CAN IT HELP CLIENTS?</i></p> <ul style="list-style-type: none"> <li>• Nursing assessment.</li> <li>• Wound management.</li> <li>• Medication management.</li> <li>• A variety of nursing procedures.</li> <li>• Care management / liaison, including carer needs, assessment and support.</li> <li>• Health education to clients and carers, regarding treatment regimes, and community support.</li> <li>• Specialist District Nursing care.</li> </ul>
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<b>KEY SELECTION CRITERIA</b>	<p><i>Mandatory</i></p> <ul style="list-style-type: none"> <li>• Current registration with the Nursing and Midwifery Board of Australia (AHPRA) as a Registered Nurse.</li> <li>• Minimum 3 years post graduate experience.</li> <li>• Current drivers licence.</li> <li>• Demonstrated knowledge and experience in client assessment, wound management, diabetes management, medication administration, urinary catheter insertion and stoma care.</li> <li>• Demonstrated problem solving skills when working with complex clients.</li> <li>• Thorough knowledge of assessment, planning, implementation and evaluation concepts when planning client and carer needs.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Highly developed time management, interpersonal and communication skills, with the ability to communicate effectively with team members and persons from diverse backgrounds and cultures.</li> <li>• Demonstrated ability to articulate clear decision-making processes and ability to work independently and without direct supervision.</li> </ul> <p><i>Preferred</i></p> <ul style="list-style-type: none"> <li>• Demonstrated ability to use electronic communication and software systems.</li> <li>• Understanding of the funding streams for nursing services provided by the District Nursing Service, e.g. Commonwealth Home Support Program (CHSP), Home and Community Care (HACC).</li> </ul>
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<b>SPECIFIC ACCOUNTABILITIES</b>	<ol style="list-style-type: none"> <li>1. Service Provision <ul style="list-style-type: none"> <li>• Establish and maintain high standards of nursing care;</li> <li>• Participate in the assessment, planning and implementation of community nursing care based on individual client's needs;</li> <li>• Assume accountability and responsibility for providing a high standard of direct client care through assessment, planning, implementation and evaluation of outcomes;</li> <li>• Regularly consults with clients and their family/significant others regarding all aspects of care;</li> <li>• Provide education symptom management and palliative care support to SCHS Palliative Care clients when required;</li> </ul> </li> <li>2. Teamwork <ul style="list-style-type: none"> <li>• Accept accountability for own actions and seek guidance from senior nursing staff when limited by own level of expertise;</li> <li>• Practice within policy and procedural guidelines;</li> <li>• Provide effective and relevant handover regarding client care and conditions to the Nursing Coordinator, other team members &amp; the multidisciplinary team as appropriate;</li> <li>• Provide effective and relevant handover regarding client care and conditions to the Nursing Coordinator, other team members &amp; the multidisciplinary team as appropriate;</li> <li>• Promote and maintain an environment of teamwork and professionalism;</li> </ul> </li> <li>3. Stakeholder Engagement <ul style="list-style-type: none"> <li>• Respond to clinical changes in the client's condition and initiate consultation with relevant medical/nursing and multidisciplinary team as required;</li> <li>• Ensure that effective communication and appropriate education is maintained and provided with clients and their carers, to help clients to achieve their goals, develop a goal orientated care plan which meets the identified needs of the individual client;</li> <li>• Consider the costs and budget implications in relation to work practices and consumables related to patient care.</li> </ul> </li> <li>4. Service Improvement <ul style="list-style-type: none"> <li>• Utilise planning skills to provide a continuum of care for clients through effective discharge planning and referrals to appropriate services;</li> <li>• Assume responsibility for the provision of clinical services and use of resources within the Department;</li> <li>• Assume rotation into senior roles when delegated or required to do so, based on the level of educational preparation and competence;</li> <li>• Ensure that optimal efficiency is achieved and quality of care is maintained;</li> <li>• Achieve annual professional development and mandatory E-Learning competencies;</li> </ul> </li> <li>5. Service Promotion <ul style="list-style-type: none"> <li>• Assisting with implementation and completion of staff and student training programs as directed; mentor or preceptor staff as directed by the Nursing Coordinator, Manager or delegate;</li> <li>• Where appropriate, promote advanced care planning to all clients and their families;</li> </ul> </li> </ol>
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	<ul style="list-style-type: none"><li>• Act as a resource for Graduate Nurses, other Grade 3 Nurses, Enrolled Nurses and casual nursing staff.</li></ul> <p>6. Program Evaluation</p> <ul style="list-style-type: none"><li>• From the time of the initial episode of care, develop an effective discharge plan that reflects the needs of the client and significant others;</li><li>• Accurately and in a timely manner, document client care in accordance with health service guidelines, ensuring confidentiality of information;</li><li>• Practice within policy and procedural guidelines;</li><li>• Ensure incidents regarding clinical practice are accurately documented and investigated at the time of the incident and the Nursing Coordinator, Manager or delegate is informed;</li><li>• Demonstrate ability to critically analyse and effectively utilise data management systems to support and improve care and service delivery;</li></ul> <p>7. Organisational</p> <ul style="list-style-type: none"><li>• Lead and exemplify a healthy and safe working environment, modelling and promoting ethical behaviour and practices.</li><li>• Operate, adhere to and demonstrate organisational Mission, Vision and Values.</li><li>• Other reasonable duties as directed.</li><li>• Demonstrate a commitment to organisational change;</li><li>• Participate in organisational committees/working groups as required;</li><li>• Complying with Australian Nursing &amp; Midwifery Council Code of professional conduct (Revised 2018); Abiding by the Australian Nursing &amp; Midwifery Council Code of Ethics (Revised 2018). Perform within the bounds of the Australian Nursing &amp; Midwifery Council Registered Nurses Standards for Practice (2016);</li></ul>
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<b>CONDITIONS OF EMPLOYMENT</b>	<p>1. New employee Probation New employee appointments are subject to a probationary period of six months. Ongoing employment will be subject to successful performance during this time.</p> <p>2. Organisational Behaviour All employees are required to abide by organisational policies and procedures, SCHS Code of Conduct and Values, relevant standards including Child Safe Standards, codes of practice as well as various legislation both state and federal including but not limited to OH&amp;S act, Drugs, Poisons and Controlled Substances Act, Public Health and Wellbeing Act, Privacy Act and Health Records Act.</p> <p>3. Professional Standards All qualified and Nationally Registered professionals are to respect and act in accordance with the laws of the jurisdictions in which they practise. Any professional bodies Codes of Conduct / Ethics / Standards should be interpreted with reference to these laws. The code is not a substitute for requirements outlined in the National Law, other relevant legislation, or case law. Where there is any actual or perceived conflict between the code and any law, the law takes precedence. The Codes / Standards should also be interpreted with reference to, but not necessarily in deference to, any organisational rules and procedures to which health professionals may be subject.</p> <p>4. Continuous Improvement &amp; Safety All employees are required to contribute effectively to SCHS quality management and safety systems by assisting with monitoring and evaluating activities and mechanisms, identifying opportunities for improvement and correcting problems to improve customer care services and experience.</p>
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