Role Description

Registered Nurse Clinical Focus

Role title:	Classification:
Registered Nurse	RN1
Division/Business unit:	**Reports to:**
Disability Services (Multiple Sites)	Area Manager/Nurse Unit Manager/Nursing Service Manager

Role purpose:

The Registered Nurse is a role within Disability Services and is accountable to the Nursing Manager or Area Manager for:

- providing nursing services in the primary health practice setting.
- consolidating knowledge and skills and developing capability through continuous professional development and experience.
- accepting accountability for own standards of nursing care and for activities delegated to others, including providing the direct or indirect supervision of Enrolled Nurses, and Disability Service Officers.
- supporting the delivery of competency-based training and assessment of health support tasks delegated to Disability Services Officers within a Delegation of Care service model.
- implementing requirements of the DHS Disability Services Quality, Practice and Safeguarding framework

Key outcomes and accountabilities:

1. Deliver effective client outcomes and support client safety and service quality by participating in the planning, management and evaluation of systems, processes, and procedures to deliver high standards and quality outcomes as part of person centred service delivery.
2. Work within and promote client centred care by utilising skills & experience in the provision of competency-based training to Enrolled Nurses and Disability Services Officers under a model of delegated care.
3. Review decisions, assessments and recommendations from less experienced Registered Nurses and Enrolled Nurses, Students and Disability Services Officers.
4. Shared responsibility of the human and material resource management of the service, delegation of staffing, leave management, work allocation to ensure adequate skill of staff to meet clients' needs. Assist with attendance management, financial and supplies planning and monitoring for clinical health needs if required.
5. Support compliance activities related to the quality and safety of service delivery and adherence with NDIS practice standards.
6. Understand the NDIS High Intensity Daily Personal Activities (HIDPA) (specific health-related supports that some people need to manage their daily lives) & how these impact the lives of people with disability & fit within a Delegation of Care Service model.

Key outcomes and accountabilities:

7. Understand and follow workplace safety initiatives, identify hazards, and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within DHS.

Note: Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.

Special conditions:

- Prior to being employed, the successful applicant will be required to obtain a National Police Check if new to the Department and a satisfactory Employment-related Screening Check where this is required for the role.
- Incumbent will hold and maintain a contemporary professional practice portfolio containing evidence of postgraduate qualification, learning and practice experience that underpins a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role.
- A flexible approach to work is required to fulfil the responsibilities of the role.
- Incumbent must be vaccinated against COVID19 with a Therapeutic Goods Administration (TGA) approved vaccine and provide proof of vaccination status prior to being appointed to the role. You must promptly receive any further COVID-19 vaccination(s) or booster vaccination(s) approved by the TGA and which are available to you to access.
- Must hold a current Australian issued Driver's Licence (equivalent to minimum class 'C' – South Australian), which must be maintained. Incumbent must be willing and able to drive all government vehicles within their licence classification during the course of their duties.

Key Relationships/Interactions:

Community Nursing Service

- Nursing Service Manager
- Community Nurses
- Area Manager
- Team Leaders
- Direct Care Staff

Foster St Parkside

- Area Manger
- Team Leader
- Team Supervisor

Northgate

- Nurse Unit Manager
- Nurse Leadership team

Other Key relationships

- Operational relationships
- Other Managers and staff across Disability Services.

- Other government departments.

Budget/Delegations:

No budget or delegations' accountabilities for this role.

DHS expectations and values: (Organisational contribution)

- Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within DHS.
- Follow the principles of a sustainable working environment by following departmental greening initiatives.
- Model ethical behaviour and practices consistent with the SA Government Code of Ethics for Public Sector Employees, Values and DHS Working with Children and Young People Code of Conduct
- Understand and follow the principles and practices of the Information Sharing Guidelines for Promoting Safety and Wellbeing (ISG) and the DHS Appendix to the ISG to facilitate appropriate information sharing practice within the context of this department.
- Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds, as well as engaging in learning about other cultures to better establish relationships and improve services.

Role specific capabilities: *(Skills, experience, knowledge, attributes)*

1. **Clinical Knowledge Base** – demonstrate knowledge of Contemporary Nursing Practice and Quality Assurance Activities as it relates to disability services, including the Australian Nurses and Midwifery Council (ANMC). National Standards for Practice for the Registered Nurse and the requirements of the Health Practitioner Regulation National Law (South Australia) Act 2010.
2. **Nursing Experience** – Demonstrate competence in nursing care and utilise experience in nursing practice for the delivery of client centred care in accordance with the appropriate standards of practice.
3. **Multi-disciplinary Teamwork** – effectively communicate and work with people from diverse professional backgrounds and work as a team member to provide a holistic standards professional service.
4. **Conflict Resolution** – clarify situations, act impartially and use influence, negotiation, and persuasion to effectively mediate the conflict and devise a workable solution.

Qualifications:

Essential: Registration as a Registered Nurse with AHPRA and holds, or is eligible to hold, a current practising certificate.

Must have completed a Nursing and Midwifery Board of Australia (NMBA) approved program of study or the NMBA units of study for the administration of medicines.

Desirable: Not Applicable

Key leadership competencies and expected behaviours at this classification:
Supports and implements strategic direction ☒ Understands the big picture and contributes to the development of strategic direction for the BU. ☒ Assumes ownership of team goals and business objectives. ☐ Works with a whole-of-government mindset and aligns objectives with organisational priorities. ☒ Look for opportunities to initiate continuous improvement. Communicates effectively in times of uncertainty. ☐ Identifies and analyses complex problems relating to the team's work objectives.
Achieves and monitors own results ☒ Delivers results and improvements to meet team objectives. ☒ Evaluates existing systems and resources and identifies opportunities for development and improvement. ☒ Makes decisions and manages risks affecting the team and individual role, even in ambiguous situations. ☒ Abides by the laws, regulations and policies determining team and individual role activities. ☒ Holds self and others accountable for reaching team outcomes and escalates issues where necessary. ☒ Monitors team/project performance and seeks feedback to guide improvements. ☒ Develops job-specific expertise and builds on the knowledge and skills of self and others to achieve objectives.
Enhances service delivery excellence ☒ Adds value to the BU by setting, reaching and encouraging high performance standards. ☒ Identifies and raises awareness of trends, potential problems, and opportunities to meet the current and future needs of the business. ☐ Provides others with ongoing feedback and coaching for development. ☒ Identifies learning opportunities and encourages innovation and resourcefulness to meeting team performance standards. ☒ Embeds a strong customer service ethos by understanding needs. ☒ Effectively manages resources to meet competing and complex demands.
Cultivates productive working relationships ☐ Seeks to understand the perspectives of others and the implication in the wider public sector. ☒ Tailors approach to the audience or situation to ensure information is understood and key actions are agreed upon ☐ Constructively manages and resolves conflict by identifying boundaries and appropriate workarounds. ☒ Genuinely values the input, expertise, and experience of others; promotes information sharing to gain new insights and deliver outcomes. ☐ Engages in strategic relationships with internal and external stakeholders. ☒ Is sensitive towards diverse agendas, concerns, interests, and views and can adapt approach accordingly.
Exhibits personal drive and professionalism ☒ Acts with integrity and promotes consistency among principles, organisational values, and ethical behaviour. ☒ Displays belief in own strengths and abilities; challenges issues constructively and acknowledges mistakes. ☒ Adapts effectively to changing priorities and work demands, responding in a controlled manner. ☒ Self-evaluates performance, seeking feedback from others; recognises how behaviour impacts others. ☒ Promotes a culture that values respect and diversity within the team, and models this in all interactions. ☒ Ensures a focus on wellbeing and safety for self and others and raises concerns where necessary.

Approval:		
Assessed by: Andrew Beckmann, HR Business Partner		Date: 16/08/2023
Approved by: Julie Rogers, Director Quality and Clinical Services		Date:17/8/2023