

Role Description

POSITION:	Enrolled Nurse	PD No: 4.1
------------------	----------------	-------------------

Purpose:

The Enrolled Nurse is responsible to provide safe, competent nursing care, including medication administration to residents.

Key Selection Criteria:

Mandatory Qualifications:

1. Enrolled Nurse with current registration with the Australian Health Practitioner Regulation Agency
2. Influenza Immunisation annually (Exemption will only be accepted with a letter from your General Practitioner).
3. Current Police Check clearance

Desirable:

1. Experience in aged care
2. Knowledge of the AN-ACC funding and Accreditation Standards for Aged Care
3. Further education in aged care

Conditions of employment: Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024 – 2028

Responsible to: Registered Nurse and Nurse Unit Manager

Main responsibilities:

- With direct or indirect supervision by a Registered Nurse, within the scope of practice for an Enrolled Nurse and own experience and competence.
- Contributes to professional care practice such as; assessments, exceptional reporting and care plan evaluation
- Plans, organises and implements nursing care as allocated and or delegated by the RN in Charge in accordance with individual resident care plans
- Provides Direct Clinical Care as delegated by the Registered Nurse.
- Provides care in accordance with care plans and implements strategies to assist residents with cognitive impairment.
- Assists and supports Health Care Workers and other enrolled nurses to complete allocated tasks on a shift by shift basis
- As delegated and supervised by a RN, administers medication (all schedules) by topical and enteral routes only; and injection (if qualified) the written instruction of a medical practitioner, dentist, nurse practitioner or optometrist.

Reporting requirements:

- Completion of Clinical Audits, as directed.
- Completion of Progress Notes, Charting and associated documentation by the completion of each shift.
- Completion of Maintenance / Hazard Identification immediately upon the discovery of an unsafe environment or unsafe equipment.
- Completion of Incident Reporting immediately following an incident.

Performance appraisal: at 6 months, then annually and as requested by the line manager.

Role Description

POSITION:	Enrolled Nurse	PD No: 4.1
------------------	----------------	-------------------

Key Results Areas (KRAs) and performance criteria**1. CONDUCT**

- 1.1 Demonstrates a high standard of personal appearance and conduct, that is: clean, neat, tidy, punctual, and respectful language and manner toward customers, visitors and to each other.
- 1.2 Information related to a resident or staff member is at NO TIME discussed with anyone other than the relevant staff member providing service.
- 1.3 Demonstrates a flexible, and enthusiastic attitude toward undertaking a variety of tasks with a team approach
- 1.4 Participates in the completion of individual resident assessment and the development, implementation and evaluation of resident care plans.
- 1.5 Exceptions to the care plan are verbally communicated to the RN in Charge and documented in the resident's individual file as soon as practicable.
- 1.6 Assists and supports residents to maintain independence with respect to activities of daily living and lifestyle.
- 1.7 Provides privacy and dignity to residents in all aspects of care and service.

2. HEALTH & SAFETY

- 2.1 Participates in the risk management program and contributes to a safe work environment for self, other staff, and volunteers; and a safe service environment for consumers and visitors.
- 2.2 Reports immediately, any equipment or situation which has the potential to cause harm.
- 2.3 Completes an Incident Form, via VHIMS Central, for an event or situation that; resulted, or could have resulted, in harm to a consumer, staff member or visitor; or a complaint, loss or damage.
- 2.4 Participates in problem solving processes to resolve health and safety issues.
- 2.5 Does not use any type of restraint for a consumer without medical/nurse practitioner or registered nurse authorisation.
- 2.6 Demonstrates an understanding of all types of elder abuse, the appropriate action to take and the reporting requirements according to your role.

3. QUALITY IMPROVEMENT

- 3.1 Provides safe, quality care/service as a priority in your everyday work.
- 3.2 Provides competent care/service in accordance with the organisation's documented policies and procedures, and legislative requirements relevant to your role.
- 3.3 Encourages and supports consumers to provide feedback and to make complaints, including completing an Improvement Form on their behalf according to their wishes.
- 3.4 Actively participates in team meetings and quality improvement activities to improve the quality and safety of the care and services provided.

4. KNOWLEDGE & SKILLS

- 4.1 Maintains own knowledge and skills for safe care/services by completing annual mandatory training and competency assessments related to your role; participating in ongoing education sessions, and; reading communication boards, newsletters and memos.
- 4.2 Annual training objectives are completed following performance appraisal to ensure you have the right skills and knowledge to perform your role.
- 4.3 Participates in relevant professional and network groups (recommendation only).

5. SAFE & EFFECTIVE CONSUMER-CENTRED CARE

- 5.1 Promotes positive clinical and personal care workforce relations resulting from effective workforce engagement and support and the creation of a culture of safety that empowers staff to speak up and raise concerns and to work together to seek solutions for consumer safety concerns.

Role Description

POSITION:	Enrolled Nurse	PD No: 4.1
------------------	----------------	-------------------

6. RISK MANAGEMENT

- 6.1 Utilises systems and processes that are in place for relevant regulatory compliance including but not limited to; the Drugs, Poisons and Controlled Substances Regulations, the clinical and personal care workforce practising within their scope of practice, Health and Safety legislation, National Infection Prevention and Control Guidelines, compliance to the Quality of Care Principles – care and services for residential services, compliance to the Classification Principles (AN-ACC), the Accountability Principles for compulsory reporting of elder abuse and unexplained absences, Privacy legislation and legal documentation requirements.

7. MEDICATION MANAGEMENT

- 7.1 Safely administers medications (all schedules) by topical and enteral routes, and injection (if qualified) and as delegated by a Registered Nurse and according to the organisation’s policies and procedures.
- 7.2 Monitors residents’ vital signs and related observations and reports any changes in health status to the supervisory RN.
- 7.3 Reports changes in residents’ medication chart, including changes to route to the supervisory RN
- 7.4 Seeks clarification from the supervisory RN if a medication order is difficult to read.
- 7.5 Administers prn medication according to the delegation of the supervisory RN.

8. INFECTION PREVENTION & CONTROL (IPC)

- 8.1 Follows the organisations Infection Prevention and Control, policies, procedures and Work Practices.
- 8.2 Follows the direction of the IPC Lead and other Senior Registered Nurses.
- 8.3 Participates in the annual immunisation program, on an annual basis.
- 8.4 Reports any infection control issues to the Registered Nurse.
- 8.5 The annual Staff Development Program includes mandatory training and competencies for hand hygiene, standards and transmission-based precautions including; outbreak management. The Enrolled Nurse must complete these competencies on an annual basis.
- 8.6 Maintains knowledge of the Outbreak Management procedures.
- 8.7 Follows the direction of the Registered Nurse during an Outbreak Management process.

9. QUALITY PROGRAM

- 9.1 Participates in the organisational quality program.
- 9.2 Undertakes Clinical Audits, as directed.
- 9.3 Participates in Procedure and Work Practice review as requested.

Role Description

POSITION:	Enrolled Nurse	PD No: 4.1
------------------	----------------	-------------------

Physical Demand Analysis		Type of Work: A = Administrative C = Care S = Services		
		Frequency: Continuous (C) = 75% to 100% of the shift Frequent (F) = 25% to 75% of the shift Infrequent (I) = 0% to 25% of the shift Note: Assistive technology will be considered on an individual basis.		
Physical demand	Frequency for type of work	Description		
	C			
Standing and Walking	C	Standing and walking are major requirements for carrying out tasks and are required for movement around the facility. The ability to fully use both legs on variable surfaces is required.		
Sitting	I	Sitting is required when carrying out documentation or administrative tasks.		
Climbing	I	Climbing is required to go up and down stairs and steps. Requires body agility and the ability to use both legs and feet and hands/arms to use hand rails. A lift is available to move from one floor to another.		
Balancing	C	Balancing is required to maintain body steadiness to prevent falling when walking, standing, crouching and/or lifting whilst carrying out task requirements.		
Lifting and carrying	F	Lifting and carrying is required in the movement of objects around the facility including movement from lower to higher and/or horizontally and/or place to place. The ability to fully use both arms and hands is required.		
Pushing and Pulling	F	Pushing and pulling objects around the facility including but not limited to trolleys, wheeled chairs and manual handling equipment.		
Bending & Crouching	F	Bending at waist level whilst carrying out tasks is required. Ability to crouch to floor level when required.		
Kneeling	I	Kneeling can be required whilst carrying out tasks.		
Reaching & stretching	F	Reaching and stretching is required in carrying out tasks, and in the movement of objects within the facility.		
Twisting	F	Twisting may be required in carrying out tasks. The ability to reach in all directions and to twist at the waist is required.		
Grasping/ Finger Movement	F	Grasping and fine finger movement is required to hold objects. The ability to do repetitive motions with hands, wrists and fingers is required.		
Handling and Feeling	C	Finger dexterity and hand-eye coordination, along with full hand and wrist movement is required. The ability to distinguish the features of objects by touch, particularly with the fingertips is required.		
Talking & Communicating	C	Talking and communicating is required to carry out tasks. An excellent understanding of the English language and the ability to communicate effectively is required.		
Hearing	C	Hearing and the ability to interpret what is being heard is required to carry out tasks. Ability to maintain hearing acuity, with correction, if required.		
Vision	C	Vision and ability to recognise objects to determine depth perception, to discriminate between colours and read documents is required to carry out tasks. Ability to maintain 20/40 vision using correction, if required.		
Smelling	F	Ability to distinguish odours and identify hazards is required when carrying out tasks.		
Repetitive Motions	I	Repetitive motions of the wrists, hands or fingers are required when carrying out tasks.		

I(Please Print) have read and understand the Position Description requirements including the Physical Demands and agree that I have the capacity to do this position. I agree to follow the requirements set out in the position description and understand that the information provided is a general outline and may not include every aspect of the position.

Signature: _____ **Date:** _____