

Position Description

| POSITION DETAILS | | | |
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| Position Title | ARRCS Transition to Gerontology Nursing Program | | |
| Reports to | Clinical Nurse Manager (Functional) / Residential Aged Care Manager (Facility) | | |
| Business Function | Residential Services | Salary Grade | Enterprise Agreement – Registered Nurse |
| Direct Reports | NA | Band / Level | Level 2- PP1 – PP4 – Dependent on experience |
| Indirect Reports | NA | Location | Northern Territory |

| REPORTING RELATIONSHIPS | |
|----------------------------|---|
| Internal Key Relationships | <ul style="list-style-type: none"> Consumers within or care and their families / relatives Clinical Governance & Risk Team Operational Team Members and Front-Line Leaders |
| External Key Relationships | <ul style="list-style-type: none"> General Practitioners and Allied Health Professionals Hospital / Ambulance and other Health Support Services |

| OUR ORGANISATION |
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| ARRCS work began in 2014 with aspirations to improve the quality of life for people living in regional and remote areas of Australia. Today, our commitment remains stronger than ever. We provide support to people across the Northern Territory through Residential Aged Care and Disability Services, Mental Health support, Childcare and Regional Home Care services and School Nutrition programs. We take a holistic approach, and a deep respect for all Elders and Aboriginal Cultures is at the heart of our work. |

| OUR COMPANY VALUES | | | | |
|--|--|---|--|--|
| Compassion | Respect | Justice | Working Together | Leading Through Learning |
| Through our understanding and empathy for others, we bring holistic care, hope and inspiration | We accept and honor diversity, uniqueness and the contribution of others | We commit to focus on the needs of the people we serve and to work for a fair, just and sustainable society | We value and appreciate the richness of individual contributors, partnerships, and teamwork. | Our culture encourages innovation and supports learning. |

| PURPOSE |
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| ARRCS Transition to Gerontology Nursing program utilises the ADHERE model which is a comprehensive, theoretical and practical program supported by mentors, preceptors and senior leaders to assist new graduates to transition from university graduation and registration into Registered Nurse Practice. During this program, New Graduates are supported throughout ARRCS Aged Care facilities and Community Home Care programs to gain hands on practical experience in a supported environment. |
| Graduates will be required to follow a structured program including free access to the online Gerontological Nursing Competency Program, a mentor partnership, paid study days, clinical skills competency program, community of practice and |

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experience across regional, rural and remote locations. Upon successful completion of the Transition to Gerontology Nursing program, the New Graduate will be supported by ARRCS to complete one additional unit to be eligible for a Graduate Certificate in Gerontology from the University of Wollongong and be offered up to full time employment with retention bonuses.

KEY RESPONSIBILITIES

Nursing Scope of Practice

- Practice as a Registered Nurse in accordance with the Nursing and Midwifery Board of Australia Professional Standards for Practice, Code of Professional Conduct, and Code of Ethics for Nurses, to deliver professional competent care in line with public expectations under the (direct or indirect) supervision of a Registered Nurse.
- Utilise best practice clinical, aged care and disability standards as a framework to provide optimal clinical care to residents and/or clients.
- Obtain support and advice regarding your performance and expectations, management of residents/clients and application of policies and processes from your supervising Registered Nurse as required.
- Accept accountability and responsibility for own actions in care delivery, undertake assessment and monitoring when providing nursing care and holistically plan and evaluate of care in collaboration with the multidisciplinary team to achieve expected health and wellbeing goals.
- Collect and report on individual's clinical information in a timely manner, maintain confidentiality and accurate health care documentation to ensure necessary information is available to meet legal and ongoing care requirements.
- Work in collaboration with the residents/clients, care partners and multidisciplinary team members to provide a person-centred environment and communicate effectively about nursing outcomes in a timely manner to support the provision of person-centred quality care

Leadership, Teamwork and Communication

- Participate as an active member of the team in a manner consistent with ARRCS Directions, Values and Code of Conduct.
- Provide a high standard of customer service and establish and maintain person centred, relationship based relationships with ARRCS consumers.
- Act and communicate in a responsive, respectful and professional manner at all times when dealing with ARRCS staff and others. Maintain confidentiality on all issues relating to ARRCS, consumers and colleagues

Organisational Sustainability

- Maintain and prepare records as required.
- Use resources responsibly and dispose of waste in an efficient and effective manner.
- Assist in the achievement of innovative service delivery by suggesting any identified opportunities.
- Ability to work shift work and be redeployed to other clinical areas to meet organisational needs.

Professional Development

Actively participate and successfully complete

- ARRCS orientation and induction processes
- The Gerontological Nursing Competency Program
- Mentoring partnership within the GNC program
- ARRCS Clinical Skills Competency Matrix
- ARRCS New Graduate Study Day Program
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- Community of Practice
- 3 Monthly performance appraisals

Clinical Governance and Legislative Compliance

- Ensure daily duties are carried out to ensure person centred and high quality, safe services are delivered through:
 - Ongoing continuous improvement and compliance to clinical, aged care and disability standards
 - Adherence to ARRCs organisational policies, procedures, administrative and documentation requirements.
 - Adherence to relevant legislation, regulations, codes of practice and standards.
- Work Health and Safety – Ensure your own safety and the health and safety of others by following instructions and safe work practices provided with particular attention to the manual handling of residents or clients and/or materials and using equipment, materials and facilities in a safe and responsible manner.
- Risk Management- Identify and report, all relevant risks according to the ARRCs Policy & Procedures

Personal Accountability

- Compliance with ARRCs's values, code of conduct, policies, and procedures and relevant government legislation and standards where relevant.
- NMBA Registered Nurse Competency Standards
- Cooperate with strategies to actively ensure the safety, protection, and well-being of elderly who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with ARRCs employees and external stakeholders in accordance with ARRCs's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon, and promote a positive and collaborative workplace.
- Actively participate in initiatives to meet Reconciliation Action Plan and empowering of First Nations people within our employment and for those we serve in our positions.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e., equal employment opportunity, health, and safety) and mandatory training specific to position.

SELECTION CRITERIA

In addition to a completed application pack, key skills and experience that the applicant requires to qualify for the role:

Essential

- Bachelor of Nursing
- Unrestricted AHPRA registration as a Registered Nurse.
- Basic competencies in and knowledge of the complexities and challenges involved in providing nursing care in the context of a multidisciplinary team and environment caring for older persons with chronic and complex conditions.

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- A willingness to learn and building upon existing levels of clinical communication using information technology, written and verbal means and sound interpersonal skills with the capacity to interact with others in a personable and professional manner.
- A willingness to learn and continue to apply research evidence critical thinking and reasoning to advocate for and implement individualised person-centred care (in service context) with a commitment to continuous improvement.
- Motivation to build capability to supervise, delegate, and negotiate with others to deliver quality nursing care with a willingness to develop leadership and embrace change in the coordination and delivery of care.
- Passion and drive to pursue own professional development and commitment to completing the ARRCs new Graduate Nursing Program.
- Ability to effectively prioritise and organise workload and deliver care with integrity and accountability.

Additional mandatory requirements

- NDIS Workers Screening.
- Influenza Vaccinations.
- COVID-19 Vaccination + Boosters.
- National Police Check (dated within 3 months).

Duties Statement

It is not the intent of this position description to limit the scope of this position in any way but to give an overview of this role at Australian Regional and Remote Community Services. You will at times be required to work on other tasks and areas as directed by the Manager or ARRCs Leadership Team. By signing your contract of employment, you accept and agree to the role and responsibilities as outlined in this position description