TITLE: Registered Nurse Division 1

LOCATION: Nurses appointed to this role are located at either of Alpine Health's three sites (Myrtleford, Bright, Mt Beauty) or across all nursing areas within Alpine Health as negotiated within the Contract of Employment

TEAM AREA: Nursing Services

ROLE SUMMARY: To provide a high level of technical and clinical skills that delivers competent patient care that supports the operational objectives of Alpine Health. Each nurse demonstrates the core competency standards as deemed by the National Competency Standards for Registered Nurses

KEY RELATIONSHIPS: HSM/ DON
Nurse Unit Manager
Grade 5 in-charge nurse
Division 2 Nurses
Personal Care Attendants
Nursing & Allied Health Team
Other internal and external service providers

CLASSIFICATION: According to the Victorian Nurses Public Sector EBA 2008- 2011 and endorsements as deemed by this document

EMPLOYMENT TYPE: Nurses employed to the Division 1 nursing role can be employed as either permanent full or part time staff. Negotiated employment type will be stipulated within individual Contracts of Employment

TIME FRACTION: As negotiated and within the limitations of award provisions

RENUMERATION: Remuneration will be in accordance with the above Award, Salary Sacrificing is available.
Role Description

Registered Nurse Division 1
October 2009

Role
The Registered Nurse Division 1 will be responsible for the following services and functions:

- Capacity to assess, advocate and provide for the care requirements of patients / residents in regards to their health care needs within the Registered Nurse Division 1 scope of practice
- Providing current best practise nursing care and continuous improvement of care conditions for all patient, residents and clients of Alpine Health.
- Providing a professional standard of competency in all areas of professional and ethical practice, infection control, manual handling (No lift) and OH&S and clinical work practises.
- Providing nursing care within the limits specified by education and endorsements and under the direction and supervision of the in-charge Registered Nurse Division 1
- Develop and maintain linkages and liaisons with external service providers and the wider community of the Alpine Shire to support patient care.
- Maintain effective and efficient patient care administrative systems, in conjunction with the inpatient medical history
- Accept responsibility of delegated activities, and to work with nursing staff to provide a balanced and effective staff rosters.

The Registered Nurse Division 1 will report to the Nurse Unit Manager at Bright, Myrtleford or Mount Beauty as applicable to the site at which the incumbent is on duty, under the direction of and with close liaison with the in-charge Registered Nurse.

Key Challenges
The Registered Nurse Division 1 role presents a number of key challenges.

- Developing an approach to work that reflects the principles of health promotion and the social model of health
- Implementation of contemporary and innovative nursing practices including project work to support quality patient care within Alpine Health
- Developing a team based approach to the delivery of nursing care
- Manage the variations of the role to balance the direct care requirements in concert with the broader service and administrative functions of Alpine Health
- Deliver effective leadership to positively influence the nursing and care practice of Registered Nurses Division 2 and Personal Care Attendants

Strategy and Key Result Areas
The Registered Nurse Division 1 will contribute to Alpine Health policies and objectives of excellence of care by:

- Providing nursing services, and complying with strategies and procedures, that:
  - Complying with standards of best nursing practice to ensure optimal patient care
  - Sustaining a work environment where all nursing staff are encouraged to strive towards and achieve excellence in nursing care
  - Promoting quality practice and pursing continuous improvement
  - Applying OH&S considerations to both personal and team work practice
  - Observing infection control practice
Working collaboratively to address patient care plans and deliver improved health outcomes for patients

Implementing initiatives arising from strategic and operational clinical direction

Retaining personal responsibility for actions and remaining accountable to the Nurse Unit Manager or delegate for all role functions.

Consult with the Nurse Unit Manager or Associate Unit Manager and if appropriate, other health care professionals for advice when nursing care requires expertise beyond the scope of personal competence.

Be available for an on-call roster as required

Promptly respond to any event of illegal and/or unsafe practice, including those which reflect OH & S requirements.

**Education, Experience and Skills**

The Registered Nurse Division 1 will be required to possess the following levels of education, experience and skills.

**Education**

- Current Nurses Board of Victoria Division 1 registration and any relevant endorsements
- Commensurate contemporary nursing experience and qualification in both Acute, Emergency, and Residential care

**Experience**

- Demonstrated satisfactory knowledge base to competently act as an Division 1 nurse
- Demonstrated experience and knowledge of legislation and common law pertinent to nursing practice applicable to the role.
- Demonstrated experience, knowledge and understanding of contemporary ethical issues pertinent to the nursing profession.
- Demonstrated commitment to improvement of skills and personal development
- Demonstrated ability for effective communication, either written or verbal, with staff at all levels, patients, families and visitors.
- Demonstrated understanding of Quality and OH&S principles

**Skills**

- Ability to effectively provide the highest possible nursing care to patients and residents at Alpine Health facilities.
- Well developed interpersonal administrative and organisation skills including negotiation, time, task and priority management
- A level of both written and oral communication, literacy and numeracy skills and adequate computer knowledge and keyboard skills.
- Ability to work co operatively, openly, and effectively with colleagues, other departments, service providers internal and external to Alpine Health.
- Understanding of the legal implications of policies and procedural guidelines applicable to the role.
Key Qualities
Alpine Health considers that the following personal qualities are vital to the Registered Nurse Division 1 position.

- **Responsiveness**: Provide frank, impartial and timely advice to the organization; high quality services to the organization and the community; and identify and promote best practice.
- **Integrity**: Honesty, openness and transparency in dealings; use powers responsibly; report improper conduct; avoid any real or perceived conflicts of interest; and strive to earn and maintain public trust.
- **Strategic Thinking**: the ability to identify and develop goals in keeping with the strategic directions of Alpine Health and State and Commonwealth Policy;
- **Impartiality**: Make decisions, and provide advice on merit and without bias, caprice, favouritism or self interest; act fairly by considering all relevant facts and fair criteria; and implement policies equitably.
- **Accountability**: Work with clear objectives in a transparent manner; accept responsibility for decisions and actions; seek to achieve the best use of resources; and submit to appropriate scrutiny.
- **Customer Focus**: Deliver services in accordance with the identified needs of the community. Provide accurate, appropriate and up-to-date information and strategies.
- **Respect**: The treatment of others fairly and objectively; ensuring freedom from discrimination, harassment and bullying; and the improvement of outcomes on an ongoing basis. The ability to maintain confidentiality and to recognize the rights, dignity and independence of all people.
- **Quality Improvement**: To participate in continuous quality improvement activities as required by Alpine Health.
- **Human Rights**: To respect and promote the human rights set out in the Victorian Charter of Human Rights and Responsibilities (included in part C of the Alpine Health Code of Corporate Governance).
- **Leadership**: The ability to actively implement, promote and support organisational key qualities.

The role description will be used as the basis to establish regular individual work plans. The work plans will inform Alpine Health’s performance management approach.

**Document Authorisation**

Senior Manager: ______________________________

Signature: ______________________________

Date: ___________________