

## POSITION DESCRIPTION

<b>Position</b>	<b>Residential Care Nurse In Charge (NIC)</b>		
<b>Department</b>	Nursing	<b>Level of Authority:</b> (as per ORH Instrument of Delegation)	NA
<b>Reports to</b>	Residential Care Nurse Unit Manager		
<b>Responsible to</b>	Director Clinical and Aged Care Services		
<b>Enterprise Agreement</b>	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement <i>And subsequent agreements as may be approved in accordance with Fair Work legislation during the course of employment</i>		
<b>Pay Scale</b>	As per employment contract		

### ORBOST REGIONAL HEALTH

Orbost Regional Health provides acute, urgent care, medical and specialist services, and an array of community health, welfare and aged care services. We aim to meet the community needs utilising a flexible funding model. Partnership arrangements enhance our ability to deliver services to an area covering one million hectares across Far East Gippsland. At Orbost Regional Health our innovative multipurpose service has the capacity to embrace a holistic approach to health and wellbeing. We provide not only the Acute and Residential Care facilities, but also many other services to maintain the physical and mental well-being of the community.

### POSITION OBJECTIVE

The Nurse In Charge (NIC) Residential Care is responsible for the delivery of high-quality person-centred care in conjunction with the Residential Care Nurse Unit Manager and Director of Clinical and Aged Care during business hours. The NIC will have the skill and ability to monitor the provision of clinical care that is consistent with the organisational policies and procedures to ensure high standards of contemporary care in accordance with the Aged Care Act 2024 and strengthened Aged Care Standards. The NIC is responsible for clinical operations across residential care each shift and the oversight of the direct care team.

A key function of this position is to support the direct care team to provide safe care of people, upholding the Statement of Rights to ensure residents are supported to make decisions, be treated with dignity and respect, receive information in a way they understand and have their privacy protected.

### POSITION REQUIREMENTS

Position Requirements	
Satisfactory National Police Check (no older than 12 months) <i>Certificate must be provided prior to commencement</i>	Required
Satisfactory Working with Children Check <i>Evidence of application must be provided prior to commencement</i>	Required
Satisfactory NDIS Worker Screening Check <i>Evidence of application must be provided prior to commencement</i>	Not Required
Satisfactory Health Declaration (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i>	Required
Immunisation History (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i> <i>Participation in the annual influenza vaccination program is a requirement</i> <i>Evidence of vaccinations must be provided prior to commencement (eg Certificate from myGov record)</i>	Required
Evidence of Professional Registration	Required

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Evidence of Professional Qualification	Required
Valid Victorian Driver's Licence	Preferred
<b>Typical Work Schedule</b>	
This position is worked as required across 7 days per week This position is worked as required on public holidays Availability to work all shifts is required	

### RESPONSIBILITIES AND ACCOUNTABILITIES

#### Primary Responsibilities and Key Performance Indicators

The key area of responsibility for this position is Residential Care;

- Provides a high standard of contemporary clinical care in Residential Care and other associated programs that care for older people.
- Demonstrates leadership in leading and shift to shift management of the residential care team outside of the Nurse Unit Managers hours
- Exhibits excellent verbal and written communication skills to effectively share information
- Provides innovative and quality care to all people in residential care, which remains within the confines of moral, legal and ethical standards of patient care.
- Provides support, mentoring and supervision to all clinical staff including the residential care nursing group, students, graduate nurses and direct care providers e.g. Personal Care Assistants.
- Practices within the policies and procedures of Orbost Regional Health.
- Is competent at care planning and is able to identify individual health needs in collaboration with other health professionals.
- Can manage complex clinical issues that may arise in residential care such as the management of a deteriorating resident and coordinate prompt clinical review using the supporting medical model.
- Encourages active participation of residents in planning and provision of their health care and ensures information is provided to residents and their family in a way they can understand.
- Supports residents to make choices within the boundaries of safety and acknowledges the Aged Care Statement of Rights.
- Ensures residents undergo complete and holistic assessment on admission and then three monthly
- Ensures all admission documentation for each resident is complete
- Ensures ongoing review of residents' needs
- Ensures completion and regular review of Resident Care Plans
- Counsels residents in identifying and resolving social, or other problems, using resident care plans
- Ascertains need for, and secures services of Virtual Medical Consultations, GP appointments, Physiotherapist, Specialist appointments at Orbost Medical Clinic, etc. for residents' health requirements
- Ensures appropriate, individually tailored activities are provided for residents to ensure a good quality of life is enjoyed by all residents
- Respects the values, customs, spiritual beliefs and practices of all residents and patients and their significant others.
- The NIC liaises with appropriate professionals and clinical staff as required and in particular Residential Care Nurse Unit Manger and Director Clinical and Aged Care Services when nursing care requires expertise beyond their scope.
- Maintains adequate, accurate and contemporary records of practice, which will include documentation of care given to residents and evaluation of the care provided.
- Ensures residents are given choice and the right to be supported to make decisions. This includes the right to have a trusted person assist with decisions.

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- Holds the wellbeing and safety of residents as the primary focus of all care provided.
- Is involved in the admission process of residents to residential care in collaboration with the Residential Care Nurse Unit Manager.
- Utilises appropriate consultation and/or referral networks', including virtual medical model, peers, and other major referral centres to ensure the right care is provided.
- Maintains confidentiality and privacy of residents at all times.
- Undertake other duties as requested by the Residential Care Nurse Unit Manager or Director Clinical and Aged Care Services that are within the scope and skill consistent with the position.
- At times due to staffing profile the Nurse In Charge will be required to take a resident load.

### Qualifications and Experience

- Registered with the Australian Health Practitioners Registration Authority as a Registered Nurse

### Skills, Knowledge and Attributes

- Post-graduate experience of at least 3 years in a Residential Care setting
- Advanced clinical assessment skills and be proficient in the management of clinical deterioration
- Strong operational problem-solving skills to manage challenges effectively
- Excellent time management and organisational skills
- Commitment to professional development for self and others
- High attention to detail, with proficiency using residential care computer applications and exemplary written documentation skills
- Advanced interpersonal and human relationship skills evidencing a collaborative partnership approach to achieving outcomes
- Strong work ethic, professional ethics, integrity and stakeholder focus
- Commitment to innovation and continuous improvement
- Ability to show initiative, discretion and judgement based on contemporary evidence in carrying out assigned duties
- Ability to work independently as well as part of a team

### Strategic Imperatives

- Demonstrate an awareness and understanding of ORH's strategic plan and contribute to the team's work plan to achieve organisational objectives.
- Ensure all work practices comply with current ORH policies, procedures and/or guidelines.
- Be familiar with organisation's vision and values and demonstrated alignment with the trademark behaviours in day to day practice.
- Demonstrate an awareness and compliance with the ORH Partnering with Consumers framework to foster person-centred practice.
- Adopt and maintain a progressive and evidence-based approach to service delivery.

### Professional Development

- Actively engage in the annual performance review and development appraisal with direct supervisor.
- Maintain professional competencies and registration (if applicable) and undertake relevant professional development, continuing education and training.
- Ensure completion of mandatory competencies (both organisational and profession-specific) as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.

### Work Health and Safety

- Regular monitoring and review of personal work practices and the environment to ensure a healthy and safe workplace in accordance with ORH policies/procedures and legislative requirements.
- Adhere to Occupational Health and Safety, Equal Employment Opportunities, Emergency Management, Waste Management, Environmental, Sustainability and Infection Control policies, procedures and legislation.

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<ul style="list-style-type: none"> <li>Proactively report OH&amp;S hazards, incidents and injuries to supervisor.</li> <li>Ensure that infection control guidelines and requirements are known and incorporated into daily work activities.</li> </ul>
<b>Quality and Risk Management</b>
<ul style="list-style-type: none"> <li>Actively participate and contribute to quality improvement activities, by identifying and making recommendations on opportunities to improve processes, workplace health and safety, and quality service delivery outcomes.</li> <li>Be aware of Orbost Regional Health's approach to quality and safety that includes: Risk management, Clinical governance, Patient centred care and Consumer rights and responsibilities, Diversity, Workplace Health, Safety and Wellbeing, Performance reporting and Monitoring, Partnering with Consumers, Quality Improvement and Open Disclosure.</li> <li>Adhere to ORH incident and complaint investigation policies and procedures.</li> <li>Actively participate in the Orbost Regional Health quality program and accreditation processes against the relevant standards.</li> <li>Manage risk in daily work practices.</li> <li>Adhere to all organisational policies, procedures and health legislations.</li> <li>Ensure a good knowledge of polices relating to reportable conduct, child safe standards and hospital response to family violence.</li> </ul>
<b>Information and Resource Management</b>
<ul style="list-style-type: none"> <li>Understand the purpose of and be able to use residential care information systems and common software applications confidentially and appropriately.</li> <li>Prepare documentation using clear, concise and grammatically correct language appropriate to the role and service requirements.</li> <li>Record and maintain accurate and timely data as directed to meet relevant funding and policy requirements.</li> <li>Work within budget requirements and use resources appropriately.</li> <li>Comply with record and information management requirements in accordance with relevant ORH policies and guidelines.</li> <li>All employees of Orbost Regional Health must sign a Confidentiality Statement. This is to ensure that employees shall not at any time, either during the period of employment, or at its completion, divulge either directly or indirectly to any person, confidential knowledge or information acquired during the course of this employment.</li> <li>All employees of Orbost Regional Health are required to recognise consumer rights and operate within the Charter of Human Rights.</li> <li>Ensure information relating to patients/clients/consumers and colleague's is kept private and confidential at all times in accordance with ORH policies and procedures.</li> </ul>
<b>Communication and Teamwork</b>
<ul style="list-style-type: none"> <li>Actively participate in team meetings, staff forums and other meetings relevant to the role, and as required.</li> <li>Work in a cooperative and collaborative manner with all team members to foster a positive and supportive work environment and person-centred provision.</li> <li>Provide guidance and support to others within your work area to contribute to a valuable and constructive learning experience.</li> </ul>
<b>Immunisation</b>
<ul style="list-style-type: none"> <li>It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A. Yearly flu vaccinations are required for Category A and B.</li> </ul>
<b>Diversity and Inclusion</b>
<ul style="list-style-type: none"> <li>Support an inclusive environment where all individuals are treated fairly, with respect and receive the same opportunities.</li> </ul>

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- Recognise and respect diversity and inclusivity within the workplace. Everyone has the right to high quality health care and opportunities regardless of diversity factors which include cultural, ethnic, linguistic, religious beliefs, gender, sexual orientation, age and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst all Orbost Regional Health employees. Actively participate in developing cultural competence including an awareness and understanding of the diverse range of cultures and backgrounds, including Aboriginal and Torres Strait Islander peoples, members of the LGBTQIA+ community, and those from culturally and linguistically diverse backgrounds and people with a disability.

### KEY SELECTION CRITERIA

Orbost Regional Health is an equal opportunity employer. ORH Has adopted a common set of principles across the organisation and developed associated trademark values and behaviours. Selection will be based on assessing demonstrated alignment with the skills, qualifications, knowledge, behaviours and other personal qualities required to carry out the role effectively.

#### Essential Criteria:

- Registered with the Australian Health Practitioners Registration Authority as a Registered Nurse
- Post-graduate experience of at least 3 years in residential care service
- Have advance clinical assessment skills and be proficient at determining and timely reporting of clinical deterioration
- Have excellent verbal communication skills
- Ability to manage emergency situations in the residential care facility
- Is able to foster multi-disciplinary teamwork and utilise human resources efficiently
- Ability to maintain a safe working environment for all staff, patients, residents and visitors
- Understanding of contemporary models of aged care including
  - Ageing In Place,
  - Inclusiveness
  - Equity and non-discrimination
  - Independence, Re-enablement and restorative care
  - Integrated Care
  - Relationship-centred care

#### Desirable Criteria:

- Relevant tertiary qualification in aged/residential care or a related field
- Previous experience in a senior role
- Advance clinical assessment skills

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## JOB DEMANDS CHECKLIST

Orbost Regional Health endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgement at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions:	
<b>I = Infrequent</b>	Activity may be required very infrequently
<b>O = Occasional</b>	Activity required occasionally, not necessarily on all shifts
<b>F = Frequent</b>	Activity required most shifts, up to 50% of the time
<b>C = Constant</b>	Activity that exists for the majority of each shift and may involve repetitive movements for prolonged periods
<b>NA = Not Applicable</b>	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	NA
<b>Physical Demands</b>						
Sitting	Remain seated to perform tasks			X		
Standing	Remain standing to perform tasks			X		
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks			X		
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting / Carrying	Light lifting and carrying			X		
	Moderate lifting and carrying		X			
	Assisting lifting (mechanical, equipment, person assist)			X		
Climbing, working at heights	Ascending and descending ladders, stools, scaffolding	X				
Pushing / Pulling	Moving objects e.g. trolleys, beds, wheelchairs, floor cleaning equipment			X		
Reaching	Arms fully extended forward or raised above shoulder			X		
Crouching	Adopting a crouching posture to perform tasks		X			
Foot Movement	Use of leg and/or foot to operate machinery		X			
Head Postures	Holding head in a position other than neutral (facing forwards)		X			
Fingers / Hand / Arm movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding		X			
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands		X			
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, ride on mower, bus, etc		X			
<b>Psychosocial Demands</b>						
Distressed People	Highly emotional people crying, upset, unhappy, distressed. E.g. Crisis or grief situations			X		

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Aggressive / Unpredictable People	Raised voices, yelling, swearing, arguing e.g. Drug/alcohol, dementia, mental illness			X		
Exposure to distressing situations	E.g. child abuse, delivering bad news, viewing extreme injuries, viewing deceased			X		
<b>Environmental Demands</b>						
Gases	Working with explosive or flammable gases requiring precautionary measures		X			
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)		X			
Noise	Environmental / background noise necessitates people raising their voice to be heard		X			
Biological Hazards	E.g. exposure to body fluids, bacteria, infectious diseases requiring PPE			X		
Cytotoxic Materials	Handling and/or preparation of cytotoxic materials		X			
Radiation	Working with radiologic equipment		X			

### AUTHORISATION

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Employee name (printed)

Date

**Orbost Regional Health is a smoke free workplace**

### DOCUMENT CONTROL

Orbost Regional Health reserves the right to review and amend this document at its discretion.

<b>Reviewed by HR Manager:</b>	<b>Date:</b>	<b>Updated:</b> <input checked="" type="checkbox"/>	<b>No update required:</b> <input type="checkbox"/>
<b>Approved by Director:</b>	<b>Date: 10/11/2025</b>	<b>Name: Kylie Foltin, Director Clinical and Aged Care Services</b>	