

POSITION DESCRIPTION

Position Title:	Registered Nurse
Business Unit/Department:	Hospital in the Home
Division:	Western Health at Home
Award/Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	YU15 - HITH/PAC NURSE LEVEL 1
Reports To:	Nurse Unit Manager or Nurse in Charge
Direct Reports:	N/A
Date Prepared/Updated:	24 December 2024

Position Purpose

As a member of the health care team, the Registered Nurse is at the forefront of the provision of high quality nursing care to consumers on a day-to-day basis.

As a healthcare professional, the Registered Nurse is accountable for :

- The maintenance of their own clinical knowledge, further education and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill
- Ensuring that they are registered to work as a Registered Nurse in Australia at all times whilst working as a nurse within Western Health and practice in alignment with Nursing & Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice

Hospital in the Home (HITH) delivers acute, inpatient-equivalent care through highly skilled staff using hospital-grade technologies, equipment, medications, and robust safety and quality standards. This care is provided in the patient's home or their preferred (non-hospital) treatment location. HITH roles are inherently complex, requiring advanced clinical expertise, exceptional communication, accountability, and the ability to operate autonomously

The Community/Hospital in the Home nurse will be responsible for the provision of Nursing Services as part of the multi-disciplinary team within the Western Health at Home Division. The role requires the provision of evidence based, targeted services to a diverse cohort of patients, with the primary aim of reducing and/or preventing avoidable presentations to hospital and promoting early hospital discharge.

The Community/HITH Nurse fulfils the roles and responsibilities of the Registered Nurse, demonstrating expert knowledge and skills while practicing along the service continuum providing nursing care within the Western Health at Home teams and as such requires a broad understanding of the scope of the service.

The Community/HITH Nurse works within a multidisciplinary team model of care and contributes to team

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based care plans developed in collaboration with the client.

The Community/HITH Nurse works towards preventing unplanned and avoidable hospital admissions through the provision of appropriate clinical care in the home.

The Western Health at Home team delivers care in the community to patients in their own homes and residential aged care facilities. The aim of the service is to:

- Provide an alternative to hospital presentation and admissions
- Effectively coordinate the care of people with Chronic and complex conditions
- Promote and support safe and early discharge from inpatient settings
- Provide support for patients to remain at home following a change in health or functional ability
- Provide an urgent response service to clients who become unwell in their home

Business Unit Overview

The Division of Western Health at Home provides a comprehensive suite of inpatient, clinic based and home based care to serve our population challenged with managing their chronic and complex conditions. Western Health at Home will support timely transition home from the hospital setting and the provision of services in either the patients home or clinic setting with the goal of supporting our patient's health care in their home.

Our Renal team provides inpatient renal support, rapid clinical review in the Renal Rapid Review Clinic in addition to providing over 38,000 dialysis treatments each year across the following WH Units: Sunshine, Footscray, Sunbury and Home Therapies.

Our Endocrinology team provides inpatient services for patients with Endocrinology conditions, in addition to providing outpatient care, rapid clinical review in the Endocrinology Rapid Review Clinic and the provision of home based care and education through the Diabetic Nurse Education team.

Our Hospital in the Home (HITH) team provides admitted type care in the comfort of the patient's home to improve their recovery following inpatient admission through comprehensive wound management, IV antibiotic therapy, medication administration and thrombolysis therapy. HITH is an alternative to an inpatient stay. Patients are still regarded as hospital inpatients, and clinical governance remain with the HITH Medical team. Care may be provided by nurses, doctors, or allied health professionals, and additional home support services are provided as required.

Our Nursing and Medical @ Home team provide a comprehensive range of Medical, Nursing, and Pharmacy Services, specialising in the delivery of care and education for patients challenged with chronic disease and complex conditions in the community.

The Rapid Allied Health (RAH) service aims to prevent avoidable presentations to ED and hospital by providing a rapid response and short term Allied Health Intervention. It is strongly integrated with the ACE ED Care Coordination service, as Occupational therapist, Physiotherapists and Social Workers who work in ACE ED are rostered on regular RAH shifts, in conjunction with ED shifts. The RAH service focuses on addressing a client's immediate safety and functional concerns. Patients may receive short term rehabilitation whilst awaiting mainstream services through internal or external community health services, or where short-term input will avoid the need for referral to mainstream services. Physiotherapy, Occupational Therapy and Social Work can be provided.

The Integrated Care Hub is a dynamic new clinical space which hosts a multidisciplinary team who provide a range of services to Outpatients including Nephrology, Diabetes and Endocrinology Rapid Access Clinics, Renal Transplantation clinics, Insulin Pump and Insulin Stabilization Clinics, Complex Wound and RACER.

RACER predominantly reviews patients with Heart Failure and / or dyspnoea patients post-acute ward discharge in order promote best care, coordinated care, appropriate early discharge and prevent Emergency Department presentations.

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Transition to Care (CB TCP) support is provided with 30 home based support packages at a time. The team is further supported by a Central Access and Telehealth Unit and Care Coordination team (ACE), all combining to enable the delivery of care and support to over 26,000 patients annually with over 110,000 clinical contacts.

The Division is also responsible for the delivery of the Western HealthLinks Integrated Care program Western HealthLinks is an innovative model of care developed to support our higher risk patients with chronic and complex conditions. Western HealthLinks commenced on November 2016 to provide a more cohesive, coordinated and connected model of care for our high risk patient group, ultimately improving the care experience and providing more healthy days in their home. The program has delivered significant savings in hospital bed days, reduced cost of care and improvements in patient satisfaction in the delivery and support of their care.

Key Responsibilities



Leadership

- Work collaboratively within the nursing team model of care using delegation, supervision, coordination, consultation and referrals
- Take accountability for own actions and others under direction and sphere of responsibility
- Role model behaviours consistent with the professional Code of Conduct and organisational values and challenge others when their behaviour does not meet expectations
- Lead by example, and motivate staff to strive for excellence
- Demonstrate initiative in supporting early career and less experienced staff
- Contribute to peer feedback and engage in appraisals for early career staff, as directed by your manager
- Work within and towards the Nursing and Midwifery Workforce Plan



Research

- Use evidence to support improvement to consumer care and practice
- Be curious about ways to improve practice and outcomes
- Promote evidence based practice and share findings at internal and external forums
- Participate in quality and research projects as appropriate



Evidence Based practice

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Participate and contribute to improvement of policies, procedures and protocols and identify areas of improvement in nursing practice
- Participate in new initiatives to enhance consumer outcomes and experience, or staff employment outcomes and experience
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Participate in ongoing learning opportunities
- Contribute to the updating of educational information provided to patients and consumers, and their families and carers
- Support new staff through the orientation buddy role or formal preceptorship
- Showcase work and improvement activities

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- Provide timely informal and formal feedback to students, early career and novice staff
- Exchange and share information with colleagues via informal or formal forums such as huddles, in-services, presentations, education forums, team meetings.



Clinical expertise

- Enter specific responsibilities here or delete
- Assess the clinical, non-clinical and social needs, including the identification of 'at risk' consumers and record with appropriate and accurate documentation in the consumers history and care plan and implement consumer specific risk minimisation strategies
- Demonstrate accountability and responsibility for care delivered
- Recognise changes in consumers' condition and take necessary action including reporting and escalation seeking appropriate assistance
- Accurately reflect the consumers requirements, outcomes or events within prescribed Western Health documentation, ensuring all legal requirements are met in regards to legibility of content and identity of reporter in accordance with Western Health policies and procedures
- Effectively develop discharge plans that reflect the needs of consumers and their significant others and demonstrates an understanding of the role of community providers
- Role model best practice and reference latest research
- Identify clinical practice improvement opportunities and discuss with your manager
- Perform other nursing duties as required

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Divisional Director
- Operations Manager
- Director of Nursing
- Nurse Unit Manager
- Associate Nurse Unit Managers
- Other nursing staff
- Allied health
- Unit medical officers

External:

- Consumers, families and others as required

Selection Criteria

Essential

- Current registration as a Registered Nurse with AHPRA
- Experience as a Registered Nurse in an acute hospital setting
- Minimum 5 years post graduate experience in relevant specialties.
- Demonstrated effective clinical assessment skills appropriate to the Community role
- Demonstrated effective communication skills both written and verbal
- Possess highly developed interpersonal skills including conflict resolution strategies
- Demonstrate an ability to work collaboratively as part of a multidisciplinary team
- Possess knowledge of relevant legislation, policies and procedures
- Be innovative, resourceful and flexible.
- Possess the ability to identify, adapt to, adopt and promote new processes and procedures in a rapidly evolving and changeable work environment.
- A commitment to high quality, safe and person centred patient care
- Current Victorian driver's license

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- A commitment to high quality, safe and person-centred care

Desirable

- Demonstrated experience in working within the community nursing setting with recent acute care experience.
- Possess a relevant Post Graduate qualification or working towards same
- Knowledge and understanding of clinical and patient data information systems

Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

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Employee's Name: Click here to enter the Employee's name.

Employee's Signature: _____

Date: Click here to enter a date.

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