Position Description

Registered Nurse

ITC - SD

Wesley Dalmar Out of Home Care

Month Year

Agreement	
Signed–Manager	Signed–Employee
Date	Date

1. Overview of Wesley Mission

Wesley Community Services Limited, a company limited by guarantee pursuant to the Corporations Act 2001, is a Public Benevolent Institution operating as Wesley Mission to conceive, develop and deliver services and programs to provide direct relief of poverty, sickness, suffering, distress, adversity, disability, destitution, and helplessness in New South Wales and other parts of Australia as inspired by the work of Jesus Christ in Word and deed.

Our vision is: "…doing all the good we can because every life matters".

Out of Christian love and compassion our values are Soft Hearts: Open Hands: Sharp Minds (and) Hard Feet.

Our strategic plan is based on four key directions, namely:

- Deepening our Word & deed
- Claiming our prophetic voice
- Extending our impact
- Strengthening our organisation.

The range of community services we provide is amongst the most diverse of any Australian organisation. We are one of the largest community services organisations operating in NSW and the ACT, our work extending to other states and territories through our work in suicide prevention.

2. Overview and purpose of Intensive Therapeutic Care - Significant Disability

The Intensive Therapeutic Care – Significant Disability (ITC-SD) service operates as part of Wesley Home and Residential care and provides therapeutic care to children and young people who have been diagnosed with a significant disability, often comorbid place within the statutory Out of Home Care system. This program has a strong focus on facilitating and supporting young people, their families and key stakeholders with the young person's individual journey to recovery from trauma with a multi-disciplinary team-based approach to providing individualised, person-centred care. The young people within this program have multiple health, emotional, behavioural and social needs, and the ITC-SD staff will be pivotal for increasing the day to day feeling of fulfillment in an individual's life. Practice is underpinned by Wesley Mission's philosophy of care – everybody contributes, an ordinary life in community and you can choose.

Wesley Missions ITC-SD service model aims to provide intensive support, with an emphasis on:

- Skill-development to improve independence and quality of life and enable a smooth transition to adult disability services
- A reduction in support levels and intensity over time
- Achieving consistent health, emotional, behavioural and psycho-social outcomes
- Achieving permanency outcomes

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3. Purpose of role

The ITC-SD Registered Nurse provides individualised clinical support and care to children/ young

people appropriate to their needs, goals and aspirations. The ITC-SD Registered Nurse is responsible
for the delivery of high quality supports and care that promote the emotional, social and behavioural needs of vulnerable children and young people.

The focus of the ITC-SD Registered Nurse is to ensure that children/young people are cared for and supported to achieve goals and build skills across all domains including:

- Home and safety
- Education and skills
- Economic
- Health and wellbeing
- Social and community participation
- Personal empowerment

The ITC-SD Registered Nurse will work closely with the Case Manager, Therapeutic Specialist, Therapeutic House Manager, and other ITC-SD Direct staff to provide therapeutic care to support children and young people with a disability, helping them to achieve their full potential.
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4. Relationships

Reports to:	Therapeutic House Manager
Key Support:	Case Manager ITC-SD Therapeutic Specialist ITC-SD Quality Risk & Compliance Specialist HRC and Dalmar
Key Relationships	Enrolled Nurses ITC-SD / Support Workers ITC-SD
Industrial instrument:	State the Award or Enterprise Agreement title, or Non-Award Salary. Check with HR if uncertain

5. Major role responsibilities

5.1 Our clients

- Participate in the assessment, planning, delivery and evaluation of individualised client care outcomes using a person-centred model
- Perform direct care to meet the health, physical, emotional, behavioural and social needs of children/young people. This may include, but is not limited to personal care, housework, transport, meal preparation and social activities.
- Work collaboratively with the ITC - SD team to develop and implement strategies and plans for individual young people to address presenting issues, and facilitate growth and change through the development of new skills and perspectives
- Provide individualised support to children and young people appropriate to their needs, goals and aspirations.
- Contribute to the development of a safe, non-violent, nurturing home-like environment (both inside and outside) that supports the physical and emotional safety of each young person
- Manage challenging behaviours in line with behaviour management plans, Wesley Mission Policies and Procedures, and Child safety and disability frameworks

- Ensure the dignity of each child or young person is upheld -protect and respect the wellbeing of young people and report any concerns immediately
- Ensure required child/young person's medications are available, stored and administered correctly
- Ensure competency to Care plans for complex health needs
- Report any changes in the needs of a child / young person to the Therapeutic House Manager immediately
- Equip children/young people with a range of skills to support their own day to day independence
- Help children/young people gain confidence and build community networks for support and encouragement
- Support children/young people to access information and experiences which assist them to develop a positive sense of identity
- Support children/young people to engage in a participatory environment where they can have a say in and influence the decisions that affect their lives
- Provide services that are sensitive to the needs of all diversities of child/young people and their families.
- To support a trauma informed therapeutic framework to achieve positive outcomes for young people and their families
- Ensure that all practice is "Child Safe" within a therapeutic framework, responsive to individual needs and reflecting Wesley Missions values, policies and procedures
- Provide support services that comply with the Office of the Children's Guardian Standards and NDIS Standards
- Actively support and encourage the continued involvement of the young person's family and support contact with them
- Delivering direct and comprehensive nursing care and individual case management to patients or clients within the practice setting
- Assisting coordinate services, including those of other disciplines or agencies, to individual
- patients or clients within the practice setting.

6. Professional responsibilities

- Support and work in a way that is consistent with the organisation's mission of continuing the work of Jesus Christ in Word and deed.

- Ensure your own health and safety and the health and safety of others by behaving safely at all times in relation to work. Report hazards and incidents to your supervisor and in accordance with the organisation's Work Health & Safety Management Framework Manual, related safety policies and procedures and site/service procedures. This includes taking part in safety consultations and safety investigations within your service to help resolve them in a timely manner.

- Comply with mandatory requirements for the role including completing all mandatory training required by the organisation.

- Comply and cooperate in good faith with all legislative, regulatory, policy and procedure requirements pertaining to your work.

- Act in good faith in the organisation's best interests, exercise due care and skill in your work, follow reasonable directions, maintain honesty and integrity and the trust and confidence of the organisation, and a positive reputation of the organisation.

- Attend functions, meetings, seminars, training courses and events as required by your supervisor.

- Participate at least annually in the Contribution and Development Plan process for your role for recognition, compliance and development.

7. Performance Measures

Performance expectations will be set during probation. Thereafter performance measures will be agreed as part of your personal Contribution and Development Plan.

- Adherence to children/young people's care plans
- Participation in meetings (as required)
- Agreed KPIs are met
- Reporting requirements are met
- All clients have their care needs identified and appropriately documented actions to meet those needs
- Comprehensive documentation of care outcomes after the end of each shift
- Clients and their relative's express satisfaction with the care provided
- Work collaboratively with other Wesley Mission staff, service providers and families
- Participate in case conferences and case review meetings as required
- Regularly report to your manager on team issues such as resourcing needs, performance,
- training/development, disciplinary action, leave, Work, Health & Safety issues etc.
- Be a strong ambassador for the Wesley Home and Residential Care team
- Identify and recommend opportunities to increase team satisfaction and engagement
- Complete reports as required and ensure that sensitive client information is kept secure and treated confidentially
- Undertake rostered duties and other duties as required by your manager
- Maintain a knowledge of and follow all mandatory reporting requirements
- Comply with Wesley Mission's administrative and financial management procedures
- providing support, direction and education to newer or less experienced staff, including EN's, and student EN's and student nurses

8. Our Operations

- Maintain records and documentation as per procedure and directions
- •Incident forms are completed in a timely manner as per operational procedures
- •Identify improvements that contribute to better outcomes for children/young people.
- •Ensure the reputation and integrity of Wesley Mission is maintained at all times
- •Be an advocate of the Wesley Mission brand, ensuring brand compliance and use of correct
- templates.
- •Maintain an understanding of the principles of Child Protection and work collaboratively with other

- government and non-government agencies to ensure the protection of children and young people;
- Work collaboratively with the QRC Specialist to monitor performance against the Quality and Safeguarding Framework
- Ensure a strong quality and continuous improvement focus within the disability services team in Wesley Home and Residential Care
- Accepting accountability for the employee's own standards of nursing care and service delivery
- Participating in action research and policy development within the practice setting

Performance Measures

- Registered nurse registration is maintained
- Regular reporting requirements are met
- Agreed KPIs are met
- Compliance with policies and procedures
- Demonstrated participation in continuous improvement activities

9. Selection criteria

To be successful in this position, you must possess the following:

Demonstrated behaviours

- Conduct consistent with the organisation's Code of Conduct and:
  - Work in accordance with the organisation's Vision, Mission and Values.
  - Value people through kindness, respect, care and support.
  - Foster trust through honesty, integrity, reliability and fairness.
  - Demonstrate personal accountability including in your conduct, compliance, commitment, performance and quality of the service you provide.
  - Contribute to a positive and highly engaged work environment through a positive manner and being a good colleague, collaborator and team player.
  - List other demonstrated behaviours if applicable.

Essential skills/knowledge

- List the essential skills and knowledge required for the role.

Desirable skills/knowledge

- Experience in a not for profit or community service organisation.
- List other desired skills and knowledge required for the role.

Training and qualifications

- List training and qualifications required for the role.

Agreement

In signing page one, I confirm I have read, understand and agree to work in accordance with this position description. I also understand that this position description is not exhaustive and agree to comply with all reasonable requirements of me in addition to those specified in the position description.