

POSITION DESCRIPTION

Position Title	Registered Nurse Div 1- Cabrini At Home
Reports to (Title)	Nurse Manager of Hospital in the Home (HITH)/ Manager-Rehabilitation in the Home (RITH)
Group Director/ Chief	Group Director of Nursing and Clinical Education
Department	Cabrini At Home
Position Location	All Campuses-inclusive of Community Home visits
Award/Agreement	Salary & Conditions in accordance with Contract of Employment
Delegation of Authority Level	

Position Summary & Role Purpose

Cabrini at home is a directorate of Cabrini Health that delivers acute and subacute care to patients in the community setting. This position summary encompasses the responsibilities and duties for both HITH and RITH services.

The HITH unit is an acute outreach service that delivers hospital treatment to patients in their place of residence. The HITH unit utilises one workforce and is also responsible for the delivery of care to patients receiving Post Acute Care (PAC) and Chemotherapy in the Home (CITH). The RITH program delivers in home rehabilitation and reconditioning services to patients recovering from surgery, injury or illness with the aim to improve independence and functional outcomes through personalised care.

Accountable and responsible for their own actions, the Cabrini at Home Registered Nurse is a senior skilled clinician, working independently and interdependently with physicians, specialists, and other healthcare professionals to provide high-quality, patient-centred nursing care. They deliver a comprehensive care plan, monitor patient progress, and ensure continuity of care. The role involves clinical assessments, administering treatments, managing patient care, and educating patients and their families on health management. The Cabrini at Home Registered Nurse adheres to Cabrini policies, procedures and all activities are undertaken within the framework of the Mission, Values and Vision of Cabrini Health.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership and management

- Provides clinical leadership by delivering high quality, patient centred care tailored to individual patient needs
- Seeks to foster a work environment, which enhances partnership, teamwork and co-operation
- Works collaboratively with all departments to facilitate the systems, processes and projects required to ensure the efficient, effective and responsive operations in line with Cabrini's strategic direction
- Contributes to improved service relationships and integration across departments
- Responds to the need for flexible rostering to optimise patient care, including on-call requirements to meet service needs
- Supports team building within the inter-disciplinary team
- Possesses effective communication skills and has the ability to negotiate and consult across the interdisciplinary team

1.2 Operational Responsibilities

- Responsible for the provision of compassionate, competent care in all areas
- Ensures patient care reflects evidence based practise
- Accepts accountability for own actions and seeks guidance when a situation exceeds further experience and/or knowledge, practicing at all times within the relevant scope of practice
- Promotes and participates in assessing, planning, implementing and evaluating nursing care, ensuring accurate documentation and adjusting care plans to meet patient needs and achieve optimal outcomes
- Notifies relevant personnel of any changes in the patient's status to ensure timely implementation of appropriate treatment and monitoring of outcomes
- Applies Cabrini's policies and clinical procedures/ guidelines in practice and instils the same principle in other co-workers
- Demonstrates an understanding of and the ability to practice within a quality and risk management framework
- Demonstrates attention to patient and family needs while working in partnership with patients, families, doctors, and other health professionals
- Actively contributes to ongoing quality improvement activities within the service
- Actively contributes to preparation for and achievement of Accreditation Standards
- Acts as a role model to staff in promoting professional values and ethics in clinical practice
- Maintains skills in, and appropriate use of, all relevant Information and Communications Technology (ICT) and other systems within Cabrini at Home services.

1.3 Resource Management

- Adherence to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter
- Is responsible for contributing to the efficient management of resources, both human and material, within Cabrini at home services
- Utilises allocated resources necessary for service provision
- With Manager and/or Delegate, monitors relevant KPI's and has awareness and understanding of the services activity and performance targets including expenditure targets

1.4 Contributes to the achievement of professional expertise for self and direct reports through:

- Maintenance of ongoing personal professional development / continuing education
- Personal application of the Cabrini performance management framework
- Identifying, encouraging and monitoring the continuing development of others within a learning culture.

2. Work Health and Safety

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients and visitors, so far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their employees, and any other person exposed to the work they do, may face. The WHS management

system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

3. Safety and Quality

It is the responsibility of all staff at Cabrini to ensure that they provide safe high quality care to our patients, residents and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

4. Child Safety

Cabrini complies with the Victorian Child Safe Standards, as updated in 2022. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies as amended from time to time including the following:

- Child safe organisational framework
- Child safety code of conduct
- Child safety reporting policy and procedure

Organisational Relationships

- Reports directly to the HITH Nurse Manager & RITH Manager
- Maintains a close collaborative working relationship with the Program Director of Cabrini At Home

Committee Membership

The Cabrini at Home Registered Nurse will participate as a member of the following committees:

- Relevant external committees as a representative of Cabrini
- As directed by the Nurse Manager

Staff Development

The Cabrini at Home Registered Nurse will demonstrate a commitment to personal and professional development of self and staff by:

- Participating in professional development programs
- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resources practices
- Contributing to the Cabrini professional development program as required

- Participating in performance reviews in accordance with Cabrini policy

Key Competencies

The Cabrini at Home registered Nurse must demonstrate the following requirements:

ESSENTIAL

Registration

- Registered Nurse with Current unrestricted APRHA registration
- Current National Police Record
- Current Working with Children Check
- Current Victorian Drivers Licence

Educational/Vocational

- Bachelor of Nursing or equivalent qualification
- Minimum of 4 years clinical experience in a relevant clinical field (acute surgical/medical/oncology nursing) or the equivalent of 4576 nursing hours in an acute or homecare environment

Experience

- Ability to demonstrate high level of skill in clinical decision making, in particular with problem identification and management solutions
- Demonstrated understanding and commitment to delivering patient centred care
- Maintain personal ability in, and appropriate use of, all relevant Information and Communications Technology (ICT)

Knowledge

- Promotes and practices safe work practices in accordance with WHS legislation, organisational policies and dynamic risk assessments
- Proficient in advanced clinical assessments
- Demonstrated critical thinking, analytical, and problem-solving skills in assessing patients and evaluating their health progress in both planned and unplanned care situations
- Recognition and management of early signs of complications/deterioration
- Ability to make timely decisions regarding escalation of care
- Complex discharge planning
- Knowledge of common infections/ treatment regimens with demonstrated ability to support patients admitted with these conditions
- Strong understanding of infection control practices

Technical skills

- Independent with PIVC insertion and ongoing care/ management
- Proficient in performing venepuncture to accurately and safely obtain blood samples for various diagnostic tests, minimizing risk of complications
- Knowledgeable in proper techniques for collecting blood cultures, including the correct site selection, preparation, and aseptic technique
- Demonstrated knowledge and proficiency in Central Line Management, including:
 - PICC/PORT/Hickman care and access
 - Blood draws and cultures
 - Recognizing and managing complications related to invasive devices
 - Applying best practice principles in central line management
- Knowledge and proficiency in the use of various drainage systems, including: Cook/pigtail, Fixvac, Survac, Belovac, Exudrain,
- Demonstrated ability to independently change and troubleshoot issues related to Negative Pressure Wound Dressings – VAC therapy
- Demonstrated knowledge of complex wound management and the ability to make autonomous decisions regarding changes to care plans
- Anaphylaxis Management
- Knowledge and proficiency in the operation of medication delivery devices, including Elastomeric and Alaris pumps

DESIRABLE

Educational

- Holds (or working towards) Post-graduate qualifications.
- Advanced education in relevant areas such as community health, acute care, or specialized nursing practices (e.g., wound care, chemotherapy).
- eviQ training

Technical skills

- Knowledge and proficiency in the management of PleurX and Intercostal mobile chest drains (Atrium)
- Knowledge and proficiency in the operation of Continuous Ambulatory Delivery Device (CADD pump)
- Chemotherapy administration and related oncological nursing practices

Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement

Cabrini Mission, Values and Behaviours that Matter

Our mission

WHO WE ARE

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

WHAT WE BELIEVE

We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

WHAT WE DO

We provide excellence in all of our services and work to identify and meet unmet need.

Our values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach.

Compassion

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us
- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

Integrity

We believe in the power of hope to transform people's lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God's all-inclusive love
- We look for the good in each other and recognise each person's contribution as we work together to provide the best possible experience for our patients, residents and their families
- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

Courage

We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically and emotionally – creating an environment of hope and healing

- We rise up to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

Respect

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability and social position and treat them with courtesy, respect, equality and justice
- We respect ourselves, our colleagues and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

Behaviours that matter

Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers and accredited staff). They describe the organisational culture that we think is fundamental to our mission to “provide excellence in all of our services”.

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

We are committed to safety and quality:

Behaviours that matter	Unacceptable behaviours
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change
We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour

We are here to provide service:

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive
We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic

We work together to achieve the best outcome:

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required

We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

We exhibit a positive attitude:

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty or have offensive personal odour

We want to build a just and sustainable community:

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

APPROVAL

The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.

I certify that this position description is an accurate description of the responsibilities assigned to the role

Authorised:



Group Director Nursing & Clinical Education

26 February 2025

Date