

POSITION TITLE: Registered Nurse	REPORTING TO: Clinical Care Manager
Division: Residential Aged Care	TYPE OF ENGAGEMENT: Full-Time / Part-time/ Casual
Location: Home Name	NUMBER OF DIRECT REPORTS: Nil
Position Summary	
<p>As a Registered Nurse (RN), you are responsible for planning and delivering care that meets individual needs, while supervising and supporting Enrolled Nurses and Carers. You will operate within a professional and ethical framework, and you will be accountable for your practice as well as any delegated tasks.</p> <p>You will use nursing theory, evidence-based guidelines, and best practices to guide assessments, care plans, and interventions. Apply your education in anatomy, physiology, and nursing models to support decisions, enhance outcomes, and uphold professional standards.</p>	
Role Responsibilities	
1. Conduct Comprehensive Assessments:	
<ul style="list-style-type: none"> Evaluate residents' physical, emotional, psychosocial, nutritional, spiritual, and cultural needs for care planning. Regularly update assessments, especially upon admission or when a resident's condition changes. Record assessments clearly and accurately to support effective care and ensure continuity 	
2. Identify Resident Needs:	
<ul style="list-style-type: none"> Support our continuity of care model to improve clinical care and enrich residents' lives. Communicate with residents and families to determine needs and preferences. Engage in meaningful conversations to better understand care needs. Accurately observe and record resident information and choices. Engage in conversations to understand care needs. Raise care issues and report incidents promptly to the Manager as required Respect each resident to preserve their dignity and autonomy. 	
3. Develop Individualised Care Plans:	
<ul style="list-style-type: none"> Regularly update key resident information, including medical history, health status, medications, and family background. Perform physical exams, and functional assessments, and monitor vital signs. Engage frequently with residents to ensure they feel heard and respected, promoting choice in care decisions. Work with doctors, healthcare professionals, and care staff to review and adjust care plans as needed. Carry out medical treatments/plans aligned with each resident's assessed care needs. 	
4. Ensure Safe, Effective and Resident-centred Care:	
<ul style="list-style-type: none"> Make relevant adjustments that align with the residents' evolving healthcare needs. Ensure safety standards are rigidly adhered to; regular safety checks and preventing/minimising risks to resident safety. E.g., fall monitoring, infection control, and following medication protocols. 	
5. Lead their Care Team:	
<ul style="list-style-type: none"> Collaborate and work effectively with multidisciplinary healthcare teams, e.g., doctors, physiotherapists, allied health, social workers, etc. Conduct accurate and efficient handovers with other RNs and care staff to ensure a well-informed, smooth transition between shifts. Contribute to the formal performance management of AIN/PCAs and Enrolled Nurses, including Catch and Calls, Probation Reviews, and Annual Performance Appraisals. 	
6. Work Health & Safety	
<ul style="list-style-type: none"> Support initiatives that enhance safety and well-being within your Circle of Care. 	

<ul style="list-style-type: none"> • Contribute to the Emergency Control Organisation and act as Chief Warden when the senior RN is on site. • Provide first aid and early intervention for injured staff, assist with Cogent referrals, and support return-to-work processes as directed. • Record all incidents in RISC-Net during the same shift and escalate serious cases promptly. • Encourage adherence to safe work practices, including conducting warm-up exercises before starting shifts, and support internal champions responsible for ensuring workplace safety. 	
Position Complexities	
<ul style="list-style-type: none"> • RN provide guidance and oversight to Enrolled Nurses and Carers. • Tailors care for individual needs, especially in complex or end-of-life situations. • Frequently works independently and makes critical decisions. • Manages sensitive discussions and challenging behaviours effectively. • Adheres to Aged Care Quality Standards and legal requirements. 	
Attributes Essential for Success	
Qualifications/Experience /Special Requirements	<p>Qualifications/Experience</p> <ul style="list-style-type: none"> • Bachelor's Degree with current AHPRA Registration - with no restriction <p>Special Requirements</p> <ul style="list-style-type: none"> • Knowledge of, or willingness to learn, the Commonwealth Aged Care Funding (AN-ACC) system. • Understanding of Workplace Health & Safety, Infection Control, and Manual Handling practices. • Practical, hands-on approach with high personal standards. • Works independently, is reliable, approachable, and patient with residents and their families.
Experience, skills & competencies	<ul style="list-style-type: none"> • Demonstrated experience in assessing, care planning and evaluating complex care needs. • Understanding of Aged Care Quality Standards and Principles, and other aged-care-related legislation.
Award Coverage	<ul style="list-style-type: none"> • Award classification level: This position is classified under the Nurses Award 2020 as a Registered Nurse Level [2 or 3] (Aged Care), depending on the scope of responsibility and level of supervision required. • Progression clarity: You may wish to reference that progression through pay points occurs either annually (full-time) or after 1786 hours for part-time/casuals. <p>Working hours and rest breaks will be per the Nurses Award 2020, including provisions for meal and tea breaks, maximum daily hours, and accrued day off (ADO) arrangements.</p>
Indicative days & hours of work	Rosters and Hours of work will be managed per applicable industrial instruments.
General Information	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 as an exhaustive list of all responsibilities, duties and skills required. Regis reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
Date:	30 th June 2025