

Role of the Registered Nurse in the Community

POLICY AND PROCEDURE

Purpose

This policy is designed to provide guidelines to ensure

- Nurses employed by Subee are working within their scope of practice and delegation.
- Nurses are accountable for making professional judgement about services and care that is beyond their own capacity or scope.

Scope

All registered nurses employed by Subee Pty Ltd whether in administration team or direct care staff.

Desired Outcome

- To maintain a quality and safe standard of service delivery support.
- To ensure Registered Nurses to act within its professional within their professional scope and standards.
- Registered Nurses are accountable for making decisions.
- Registered Nurses feel supported by Management Team and Clinical Team Leader.
- Registered nurses are seen as clinical leaders to community support workers.

Definitions

Enrolled Nurse: Completed the prescribed educational preparation, demonstrated competence for practice, and is registered and licensed with the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse (Division 2)

Registered Nurse: Completed the prescribed educational preparation, demonstrated competence for practice, and is

registered and licensed with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.

Procedure

Standards of Practice for Subee registered nurses to follow;

- Practice is person-centred and evidence-based with preventative, curative, formative, supportive, restorative and palliative elements.
- Registered Nurses work in therapeutic and professional relationships with individuals, as well as with families, groups and communities. These people may be healthy and with a range of abilities or have health issues related to physical or mental illness and/or health challenges. These challenges may be posed by physical, psychiatric, developmental and/or intellectual disabilities.
- Registered Nurse practice, as a professional endeavour, requires continuous thinking and analysis in the context of thoughtful development and maintenance of constructive relationships. To engage in this work, Registered Nurses need to continue to develop professionally and maintain their capability for professional practice. Registered Nurses determine, coordinate and provide safe, quality nursing. This practice includes comprehensive assessment, development of a plan, implementation and evaluation of outcomes.
- As part of practice, Registered Nurses are responsible and accountable for supervision and the delegation of nursing activity to enrolled nurses (ENs).

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- As part of practice, Registered Nurses are responsible for mentoring and training support workers in complex care needs of the client.
- Practice is not restricted to the provision of direct clinical care. Nursing practice extends to any paid or unpaid role where the nurse uses their nursing skills and knowledge.
- This practice includes working in a direct non-clinical relationship with clients, working in management, administration, training, policy development roles or other roles that impact on safe, effective delivery of services to clients.
- Registered Nurses are responsible for autonomous practice within dynamic systems, and in relationships with other health care professionals.

The following standards will be embedded into Subee's clinical governance.

Registered Nurse standards for practice consist of the following seven standards:

- Thinks critically and analyses nursing practice.
- Engages in therapeutic and professional relationships.
- Maintains the capability for practice.
- Comprehensively conducts assessments.
- Develops a plan for nursing practice.
- Provides safe, appropriate and responsive quality nursing practice.
- Evaluates outcomes to inform nursing practice

Clinical Leadership

Subee has a strong Clinical Team that consists on Clinical Team Leader/Business Owner/CFO, Team Leader/EEN, three Registered Nurses, Quality Coordinator/RN and two Service Coordinators/RN.

The clinical team meets monthly to review clinical policies and procedures, clinical incidents and risks, clinical quality indicators, clinical care issues, workload issues, WHS issues and training needs.

Subee adopts an approach where registered nurses are supported to be clinical leaders, accountable for their practice and contributing towards sustained organisational improvement.

Inspiring shared purpose

- Registered Nurses are encouraged to create shared organisational values to deliver high quality care for clients, supporting families and communities. It also encompasses behaving appropriately in a way that reflects the organisations core principles and commitment to improving services. Register nurses are mentors to support workers.

Leading with care

- Registered Nurses will demonstrate essential personal qualities as leaders within the organisation understanding the unique qualities and needs of care of the care team and facilitate an environment that enables all workers within the team to function effectively and efficiently, ultimately resulting in positive outcomes.

Evaluating information

- Registered Nurses will seek out quality data and information and use this information to generate new ideas

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or make effective plans for improvement or change. The registered nurse will ensure that their decisions are evidence based and meet the needs of all clients.

Connecting the service provision

- Leaders understand how different health services fit together, and how they must operate in an interconnected and interprofessional / multidimensional fashion.

Registered nurses will value the opinions of multidisciplinary teams, allied health professionals and focus their care and service delivery around achieving positive outcomes utilising multiple professionals and resources.

Sharing the vision

- Leading clinicians will communicate a credible and compelling vision of where the organisation is heading, making it feel achievable, inclusive and exciting. Leading care professionals will encourage their care team to share and experience this vision, and collectively work toward clinical excellence.

Engaging the team

- Leaders will provide inclusive and collaborative care that demonstrates and values important contributions from all clients in delivering positive care outcomes and improvements to the care and service delivery.

Holding to account

- All health professionals agreeing to clear performance goals and quality indicators, supporting individuals and teams to be responsible for the care they deliver, and providing positive, balanced feedback to improve the care and service delivery. There is clarity about the organisations' expectations and successes, and nursing

practice with the independence and a greater level of clinical autonomy, knowing they are responsible within their role.

Developing capability

- Building capability and capacity to enable people to meet future health care challenges, using a range of experiences to educate clients and organisational learning, also acting as a role model for others' professional development.

Influencing for results

- Leaders decide how to positively impact other team members, build positive relationships and use interpersonal organisational understanding to persuade and build collaboration to achieve optimal health outcomes

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