



Formed in 2016 Masonic Care Tasmania Inc. (MCT) is a statewide provider of aged care and health care services throughout Tasmania, operating from three main sites, two in Launceston and one in Hobart, along with a number of other sites in both Launceston and Hobart.

MCT provides an integrated range of residential aged care, independent living and home care services, with a strong desire to develop and grow allied health and medical services.

MCT was created through a merging of Fred French Masonic Nursing Home Inc and Masonic Peace Memorial Haven of Northern Tasmania Inc (together previously known as Masonic Homes of Northern Tasmania) and Freemasons’ Homes of Southern Tasmania Inc.

The MCT Vision, Purpose, Values, Philosophy and Core Business Statements create an organisational platform for individual, team and organisational attitudes, behaviours and work practices; the culture of MCT.

MCT Vision	A world where people are supported to live life as they choose
MCT Purpose	Enriching lives and communities
MCT Values	<p>Choice Honouring the decisions of individuals with integrity</p> <p>Compassion Expressing sensitivity and empathy in what we do and how we do it</p> <p>Respect Upholding the rights, beliefs and choices of individuals without judgement</p> <p>Innovation Having the courage to explore better ways of doing and being</p>
MCT Philosophy	Live Life with Us
MCT Core Business	Developing and delivering individualised aged care and health care services for people who are ageing & have emerging or actual chronic health or complex health challenges and require high care – sub-acute services.

Registered Nurse

Role Purpose	<p>In accordance with the philosophy and policies of MCT, government requirements and relevant legislation the Level 1 RN shall be responsible for the delivery of quality care to the residents.</p>
Location	<p>This position is based in either Hobart or Launceston Tasmania.</p>
Reporting and Authorisation	<p>You will report directly to Clinical Manager / Residential Manager however this may be subject to change.</p> <p>Any financial decisions must be aligned with the Masonic Care Tasmania Authorisation and Delegations Schedule.</p>
Qualifications and Skills	<p>Essential:</p> <ul style="list-style-type: none"> • Registration with AHPRA. • Relevant current practicing certificate/s. • Satisfactory National Police check. <p>Desirable:</p> <ul style="list-style-type: none"> • Post-basic qualification in gerontics and/or experience in aged care. • Minimum of three years post graduate experience. • Comprehensive knowledge of nursing competencies, principles, procedures and practices. • Well developed communication and interpersonal skills • Working knowledge of Quality Improvement programs and research methodology. • Provides care in accordance with legal requirements, policies and procedures. • Well developed clinical skills, and a broad knowledge of aged care requirements. • Basic computer skills in Microsoft Office software • Ability to act as a preceptor. • Problem solving and decision-making skills. • Ability to motivate and organise self, staff and residents.
Primary Tasks:	<ul style="list-style-type: none"> • Obtains information from resident/family to identify common problems. • Plans resident care with other members of the direct care staff. • Develops a resident care plan that: <ul style="list-style-type: none"> - involves the resident and / or family - integrates the service care plan - identifies expected outcomes for planned nursing interventions - promotes health sustaining behaviour • Implements nursing care based on the resident care plan. • Implements the resident care plan in consultation with other members of the direct care team. • Responds appropriately to sudden alterations in resident health status and reports any changes to the relevant professional personnel. • Evaluates the expected outcomes of the resident care plan and revises the care plan to meet the changing needs of the resident.

Work Health and Safety	<ul style="list-style-type: none"> Contribute to creating and maintaining a healthy and safe work environment.
Reporting and Analysis	<ul style="list-style-type: none"> Reports to Clinical Manager/Facility Manager.
Additional Responsibilities and Tasks	<p>Communication</p> <ul style="list-style-type: none"> Establishes and maintains an effective system of communication. Liases effectively with residents, families, and other direct care staff. Provide guidance to enrolled nurses and care staff. Participate in resident care conferences and other work related group activities. Involves residents in the establishment of their care plan. Maintains resident, family, visitor and staff confidentiality at all times. <p>Resource & Quality Management</p> <ul style="list-style-type: none"> Establishes priorities for resident care delivery. Assigns aspects of care to select members of the nursing team. Monitors care given by members of the nursing team where appropriate. Contributes to the revision of unit procedures and practices. Establishes routines and time frames for review of all care delivery. Conducts audits, as allocated, to enable continuous improvement practices. <p>Education</p> <ul style="list-style-type: none"> Identifies informational needs of resident and/or families. Utilises resources and strategies to meet the needs of the resident. Works with other members of the direct care staff for specific needs of the resident. Acts as a positive role model. Assists Enrolled Nurses, Student Nurses and Carers in the identification and meeting of learning needs. Attend in - service education programs and external courses as instructed/and or as identified to upgrade and maintain skills. Participates in performance management. Participates in the conduct of competency based staff development programs. It is recommended that staff shall complete a minimum of 10 hours relevant training per year and individual training records will be retained in the employees personnel file Familiarity and compliance with the Home's Resident Abuse and Mandatory Reporting requirements. <p>Evaluation</p> <ul style="list-style-type: none"> Identifies unsafe practices, and assumes responsibility for intervention. In conjunction with the Clinical Care Manager implements and evaluates all documentation in relation to direct care. In conjunction with the Clinical Care Manager, reviews and

	<p>analyses incidents, accidents, resident/family complaints, and makes appropriate recommendations.</p> <p>Leadership</p> <ul style="list-style-type: none"> • Acts as a positive role model. • Accountable for the provision of care within the care unit in accordance with the relevant legislation, policies and procedures. • Acts as a resource person for clinical problems. • Provides recommendations and advice to higher level staff. • Prepared to deputise in a high level position. • Delegates appropriate responsibilities to care unit team members • Acts as preceptor.
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It is agreed that these are the primary requirements for the position of **Registered Nurse** however there is an expectation that this position may perform, or learn other duties, as required by Masonic Care Tasmania.

Where the requirements and tasks vary significantly, both parties agree to discuss these variations and draft a new Position Description which reflects agreed variations.

It is understood by both parties that this position description forms an integral part of the feedback process between the employee and management, therefore the entire document will be considered during any performance assessment.

Employee Signature _____ Date _____
Registered Nurse

Employer Signature _____ Date _____
Deputy CEO