



Formed in 2016 Masonic Care Tasmania Inc. (MCT) is a state-wide 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 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.

Clinical Nurse	
Role Purpose	The Clinical Nurse is responsible for assisting the Care Manager in leading a passionate and dedicated Clinical Team to deliver outstanding care to residents, advocating individualised care that enhances and promotes their quality of life.
Location	This position is based in Lindisfarne, Hobart.
Reporting and Authorisation	You will report directly to Care Manager. Any financial decisions must be aligned with the Masonic Care Tasmania Authorisation and Delegations Schedule.
Qualifications and Skills	<ul style="list-style-type: none"> • Bachelor of Nursing (or equivalent) - (essential) • Current registration as a Registered Nurse, free from endorsements, with the Australian Health Practitioners Regulation Agency (AHPRA). (essential) • Demonstrated management experience. (essential) • Post-graduate qualifications and/or experience in aged care (desirable) • Infection Prevention and Control Lead qualification (desirable) • Minimum of five years post graduate experience (desirable) • Comprehensive knowledge of nursing competencies, principles, procedures and practices. • Well-developed clinical skills and a broad knowledge of aged care requirements inclusive of legal requirements, policies and procedures. • Problem solving and decision-making skills. • Well-developed communication and interpersonal skills. • Sound working knowledge of Quality Improvement programs and research methodology. • Sound knowledge of Microsoft Office software and confident with computer tasks. • Problem solving and decision-making skills. • Ability to motivate and organise self, staff and residents. • Comprehensive understanding of the Aged Care Quality & Safety Commission (ACQSC) Standards and Government legislation including SIRS, Restrictive Practices and Quality Indicators. • Current Driver's Licence. • Current National Police Check.
Behaviour competencies	<ul style="list-style-type: none"> • Ability to work as part of team or autonomously where required; • A highly flexible employee who can strategically assess clinical care requirements; • The energy and willingness to learn new systems and implement best practice and innovative service delivery in a rapidly changing environment; • Ability to efficiently multitask in a busy environment to produce results; • Ability to prioritise responsibilities and meet business deadlines.

People Leadership	<ul style="list-style-type: none"> • Promote a commitment to MCT’s values and ensure that value based behaviours are the foundation of a customer focused approach to all areas of service delivery. • Provide staff training on best practice clinical care, policies and procedures, orientation and induction and in-service education on clinical issues and role expectations. • Promote and lead a “learning culture” within the business unit for all employees and volunteers. • Assist in leadership of TACF, Graduate Nursing Program and staff learning opportunities and organisational development. • Be a positive role model for clinical and care staff. • Provide mentoring and problem solving for clinical problems. • Deliver and embrace team principles and drive a team based culture. • Always provide recommendations and solutions to areas of improvement • Be able to support and fill in for other roles as necessary under the direction of the Care Manager or the Residential Manager • Participate in the on boarding of new staff. • Provide education, mentoring and support for new and existing staff, with a particular focus on personal care. • Promote a supportive, friendly and fair working environment
Quality Management	<ul style="list-style-type: none"> • Assist the Care Manager with the investigation and resolution of complaints. • Under the direction of the Care Manager investigate and sign off any accidents, incidents or identified hazards. • Undertake regulatory and standard audits with timeframes. • Collaborate with the Care Manager and Quality Manager with respect of data collection for Quality Improvement Program • Assist the Care Manager with reporting of SIRS, Restrictive Practice and other reports as required. • Responsible for keeping the Continuous Quality Improvement plan up to date and working towards completion of items. • Proactive in identifying gaps and identifying opportunities for improvement.
High Quality Person Centred Care Services	<ul style="list-style-type: none"> • Ensure the delivery of high quality service with the emphasis on person centred care and maintaining resident’s independence and dignity in line with legal and ethical requirements. • Support the delivery of clinical care ensuring each resident’s quality of life and health outcomes are optimised ensuring assessment and documentation meets all legislative and quality requirements. • Investigate all comments and complaints that emanate from care services, resolve, or contribute to the resolution of the complaint within the established timeframe. Refer any issue to the Care Manager if further advice is required. • Be actively involved with residents and families to support a timely and seamless admissions process • Responsible for liaising with GPs, Allied Health and Hospitals regarding resident’s care. • Establishes priorities for resident care delivery. • Participates in the development, monitoring and evaluation of programs designed to achieve improved outcomes for residents.

		<ul style="list-style-type: none"> • Provide guidance to care unit staff in the planning, implementation and evaluation of care and services to meet resident needs.
	Work Health and Safety	<ul style="list-style-type: none"> • Participate in problem solving processes to resolve work health & safety and infection control issues. • Contribution to the positive growth of the organisation’s safety culture through active participation in safety initiatives, such as proactive identification and reporting of incidents, hazards and near miss events • Ensure processes are in place for work to be carried in a safe manner and that Work Health and Safety action plans are developed and implemented, with regular workplace inspections and audits being conducted

It is agreed that these are the primary requirements for the position of **Clinical 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 _____
Clinical Nurse

Employer Signature _____ Date _____
General Manager Operations