



Ord Valley Aboriginal Health Service

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Aboriginal Corporation ICN 275

Job Description Form

Registered Nurse – Generalist

Vision Statement

Aboriginal people in Kununurra and the North-East Kimberley are supported to live **prosperous lives that are strong, healthy, and culturally safe.**

The Purpose that defines us

We bring **clinical, cultural, and community expertise** to deliver accessible and **holistic health and wellbeing care** for people in the North-East Kimberley.

Aboriginal Community-led

We are connected and accountable to the communities we serve. We are governed by Aboriginal community leaders. We deliver services in culturally safe ways, bringing the best of medical and cultural expertise to achieve positive health outcomes. Working with and responding to Aboriginal communities is central to what we do.

Organisational Values

The Ord Valley Aboriginal Health Service has been providing critical health and support services to local Aboriginal people since 1984. Our ambition is to deliver socially, culturally, and financially accessible health care that supports communities in the North-East Kimberley to be strong, healthy and safe. The organisation operates on the foundational pillars of Aboriginal leadership, self-determination and cultural diversity that underpin and shape the way the organisation conducts its business.



Community

We bring our connection with community to everything we do

PEOPLE TOGETHER



Respect

We show respect for a people, cultures and backgrounds

HEALTHY TOGETHER



Passion

We are deeply motivated to achieve outcomes

MY MOB



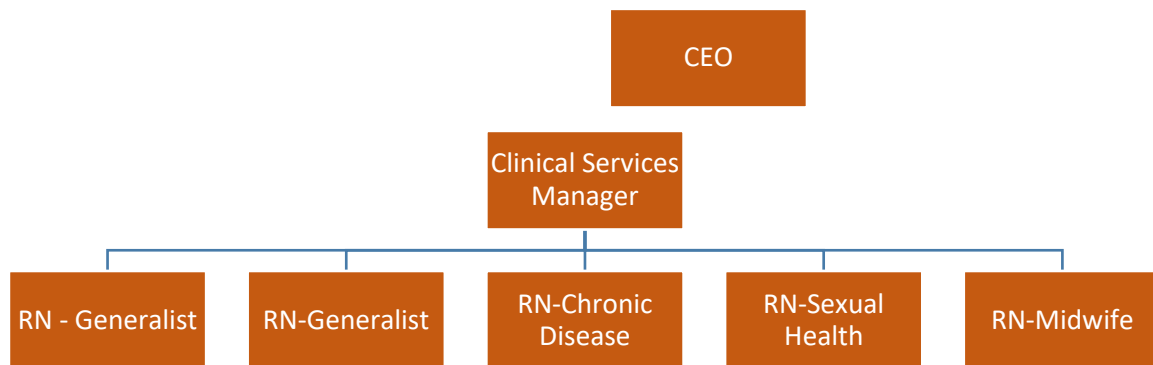
Equality

We strive for equality, fairness and empathy for all people

HEALTH & WELLBEING

Position Title	Registered Nurse – Generalist
Work Group	Clinic
Work Unit	Clinic
Reports To	Practice Nurse Manager
Direct Reports	N/A
Award / Agreement	<i>Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 (Cth)</i>
Award Classification	Nurses Award 2020, Grade 2 (\$90,000 - \$95,000)
Approved by CEO	21.02.2024

Team Structure



Position Purpose

- Provide primary health care services to clients in the clinic and when on community and outreach visits.
- Ensure the focus of care is on the needs of Aboriginal clients within the context of their cultural identity and social circumstances.
- Work within the OVAHS team providing a quality and client focused environment.

OVAHS is committed to improving employment opportunities and outcomes for Aboriginal and Torres Strait Islander people. As a measure to achieve equality and support, Section 51 of the Equal Opportunity Act 1984 (WA) will apply to this position. Aboriginal people are encouraged to apply.

Strategic Alignment

The organisation's Strategic Plan 2023- 2026 has four (4) overarching strategic goals, with each goal having specific outcomes.

The role of Registered Nurse - Generalist is aligned with all four Strategic Goals.



**POSITIVE
CHANGE**

Primary health Care

Primary health care is the first means of accessing the health care system for many people and is critical to individual, family and community health outcomes.



**HEALTH &
WELLBEING**

Social and Emotional Wellbeing

Social and emotional wellbeing relates to the mental health for individuals and communities and is a key component for the overall health of Aboriginal people.



**SUPPORT
COMMUNITY**

Specialised Health

Our communities deserve targeted support to prevent and address complex health needs, including chronic disease and disability.



**HEALTHY
TOGETHER**

Population Health

Reducing future health challenges and to Close the Gap requires long-term system change and community - wide solutions.

Key Stakeholder Relationships

External

- Aboriginal Community Controlled Health Services across the Kimberley region and Western Australia, other not-for-profit services, and businesses as relevant to the role
- Liaises with a variety of government agencies, stakeholder representative groups and community groups.

Internal

- Maintains close working relationships with other officers, team members and employees of Ord Valley Aboriginal Health Services.
- Works in collaboration with the Senior Management Team and in consultation with the Board of Directors.

Quality Management System

- Actively participate in the organisation's QMS (LOGIQC).
- Identify and participate in continuous quality improvement activities and apply quality improvement principles to all duties performed.
- Demonstrate leadership and commitment to promote continuous quality improvement initiatives, give assurance that the quality objectives are measured and ensure the QMS achieves intended results by engaging and supporting employees to contribute to the effectiveness of the QMS.

General

- Demonstrate a strong commitment to uphold and contribute to the organisation's mission, objectives, and values.
- Support and promote teamwork through open communication, collaboration and contribute to a positive workplace culture.
- Attend and participate in professional development activities including workshops and training as required.
- Attend and participate in Employee Development Days.
- Participate and comply with all Work Health and Safety responsibilities as per the *Work Health and Safety Act 2020* (WA).
- Identify and assist to reduce Work Health and Safety hazards and risks.
- Follow the reasonable direction of Work Health and Safety representatives.

Position Performance Indicators

The below Key Performance Indicators (KPI's) are used to assess, measure, evaluate, manage, and reward performance within each key result area of this position.

The below KPI's are to be assessed in line with the organisation's performance development framework.

Key Result Area	Key Performance Indicators
Senior Management	<ul style="list-style-type: none"> • The development, implementation and monitoring of operational and strategic action plans which align to the organisation's contractual and strategic objectives. • Effective and timely consultation and collaboration with CEO and Managers to achieve business objectives.
Compliance & Reporting	<ul style="list-style-type: none"> • Effective completion of all Work Unit contractual obligations including program delivery, funding reports, evaluations, and compliance requirements.
Financial Management	<ul style="list-style-type: none"> • Sound financial management and cost control, ensuring the effective management of all Work Unit expenditure against pre-approved budgets.
Employee Management	<ul style="list-style-type: none"> • Lead and support employees to work towards the achievement of the Work Unit's objectives in an efficient and effective manner. • Lead and facilitate regular team meetings (12 per annum). • Lead a minimum of 12 one-on-one meetings with direct reports per annum.
Quality Management System (QMS)	<ul style="list-style-type: none"> • Ensure all tasks assigned to this position are completed within a six (6) week period. • Actively lead continuous quality improvement initiatives across the organisation and promote an environment of effective CQI practices.

Competency Profile for this Position

Competencies are the specific knowledge, skills and attributes needed to successfully undertake the role. The profile is used for recruitment, performance review, planning, and training and development activities.

Qualifications, Skills, Experience and Knowledge

Essential

- Current registration with the Australian Health Practitioners Regulatory Authority – (AHPRA) as a Registered Nurse with at least 1-year post-graduate nursing experience.
- Practice within clinical standards and quality of care, which is effective, efficient and in accordance with best practice and agreed standards and policies.
- Demonstrate a level of knowledge congruent with the clinical management and support of clients with various conditions and illnesses.
- Knowledge and understanding of the issues about the health of Aboriginal people in rural and remote areas.

- Demonstrated knowledge, competence and attitude required to provide PHC nursing within a patient centred and culturally appropriate approach to care.
- Ability to work collaboratively and effectively as a part of an internal and wider external team in the provision of care.
- Skill set applicable to providing health promotion and education about many aspects of the disease process and healthy lifestyles to community members.
- Proficient in obtaining optimum use of Medicare Benefits Schedule as part of the process of patient care.
- Written and computing skills of a level congruent with developing and evaluating detailed care plans and for preparing reports for management.
- Have the ability to function as a team member and also with the capacity to work without supervision.
- Are able to work for short periods under extreme weather conditions when on outreach and community visits.

Desirable

- Previous experience working in a primary health care setting.
- Postgraduate/certificate level in a relevant PHC area.
- Able to produce a current driver’s license.

Practical Requirements

- A current Australian driver’s license and willingness to drive is essential.
- A current National Police Check (within previous 3 months).
- A current Working with Children Check

Acknowledgment and Acceptance by Appointed Employee

I certify that I have read and understand the responsibilities assigned to this position.

Employee Name:	
Signature:	
Date:	