



Position Title:	Nurse Home Visitor
Program:	Australian Nurse Family Partnership Program (ANFPP)
Supervisor:	Nurse Supervisor
Classification Level:	Nurse Grade 3
Salary Range:	RN 3.1 – 3.3 Base Salary: \$94,017- \$100,453 Total Salary: \$104,847 - \$112,024 (Note: Total salary includes leave loading and superannuation)
Location:	Various Clinic Locations
Position Created:	23 May 2017

SUMMARY OF POSITION:

The Nurse Home Visitor (NHV) works with the Family Partnership Worker and provides a comprehensive home visiting service to pregnant women with an Aboriginal and/or Torres Strait Islander baby and their families. The NHV works with the Family Partnership Worker to foster a culturally safe, therapeutic relationship with pregnant women and promote high level engagement and successful program outcomes.

OVERVIEW OF DANILA DILBA HEALTH SERVICE (DDHS) AND THE WORK ENVIRONMENT

Background

Established in 1991, Danila Dilba Health Service (DDHS) is a community-controlled organisation providing comprehensive primary health care services to Biluru communities in the Yilli Rreung Region of the Northern Territory.

The mission of DDHS is to improve the physical, mental, spiritual, cultural and social wellbeing of its clients through innovative comprehensive primary health care programs that are based on the principles of equity, access, empowerment, community self-determination and inter-sectoral collaboration.

PRIMARY RESPONSIBILITIES:

Strategic Imperatives

Awareness and understanding of DDHS strategic plan.

Contribute to the development and implementation of strategies designed to meet organisational objectives

Clinical Care

Provides culturally safe home visits to women who are eligible for the ANFPP and their families and works with ANFPP team members to enhance the team's capacity to remain culturally safe

Utilizes the nursing process and delivers content at home visits in a way that maintains alignment with the client centered principles including modelling therapeutic relationships, change theory, self-efficacy, client centered, strength based and solution focused approaches.

Works collaboratively with teams and uses Reflective Practice in supervision to improve skills in delivering care in line with the Program model.

Carries a case load of up to 25 clients.

Collaboration with members of the DDHS multidisciplinary team and external services providers within government and non-government organisations to facilitate care and follow to support optimal health outcomes.

Human Resources Management

- Participate in cross-cultural education as well as assist and participate in staff induction and orientation.
- Participate in work partnership agreements.
- Participate in relevant training and professional development activities to further enhance skills and knowledge required for the position.

Communication and Teamwork

- Maintain a positive work environment along with harmonious and cooperative relationships with fellow employees, management and clients.
- Ensure all interactions with clients and staff show appropriate responses to their needs and demonstrate the application of DDHS' code of conduct.
- Contribute to the efficient and effective functioning of the workplace in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours and providing assistance to team members as required.
- Be responsible to maintaining your own professional work ethics and participate in staff meetings in a constructive manner.

Safe Practice Environment

- Conduct all activities in a manner consistent with national health accreditation standards, DDHS Occupational (Work) Health and Safety Policy and procedures.
- Proactively address WH&S hazards, incidents and injuries.
- Regularly monitor and review practices and the work environment to ensure a healthy and safe workplace in accordance with DDHS policies and procedures and legislative requirements.
- Comply with established DDHS clinical standards, policies and protocols including (but not limited to); cold chain management; infection control; and DD Medicines Guidelines.

Quality

- Actively participate in DDHS' Continuous Quality Improvement (CQI) processes to ensure improved quality and service delivery outcomes
- Implement and follow the DDHS incident and complaint investigation policies to ensure feedback drives service delivery improvements.

Information Management

- Comply with DDHS Privacy and Confidentiality of Health Information Policy.
- Ensure all documentation, records management and the health information system database are maintained and completed in accordance with established standards, policies and protocols to ensure continuity of care.

Organisational Responsibilities

- Adhere to all organisational policies, procedures, standards and practices e.g. Work Partnership Agreement; information and records management; confidentiality
- Act only in ways that advance DDHS objectives, values and reputation and with honesty, integrity and good faith
- Other duties as required, consistent with skills and experience, as directed by the Supervisor.

SELECTION CRITERIA:

Essential:

1. Current registration as a Nurse or Midwife with AHPRA, with a minimum 3 years relevant clinical experience;
2. Highly developed communication and interpersonal skills, liaison, negotiation and conflict resolution with people from a wide range of cultural and social backgrounds;
3. Demonstrated understanding of the principles of Primary Health Care within Indigenous Health;
4. Demonstrated awareness of and sensitivity to Aboriginal culture and history and knowledge of issues impacting on Aboriginal and Torres Strait Islander peoples;
5. Ability to work independently, and as a member of a team, with strong organisational skills and demonstrated ability to plan, manage and prioritise tasks;
6. Demonstrated high level computer skills, including experience using Microsoft Word and Excel (or similar) as well as the ability to use clinical practice software;
7. Demonstrated high standard of written skills in the preparation of detailed reports, general correspondence and documentations with an understanding of confidentiality;
8. Preparedness to undertake and complete all ANFPP training and other workplace training as required with a willingness to travel interstate for training.

Desirable:

1. Experience in working in an Aboriginal Community controlled Health Service or similar complex and high risk environment
2. Post-graduate qualifications in Maternal or Child Health

Appointment Factors: (Appointment is subject to)

1. Willing to undergo a Police Check;
2. Ability to obtain a Working with Children Clearance (Ochre Card);
3. Current driver's licence;
4. Current CPR or First Aid Certificate or the preparedness to gain one, and
5. Current 'About giving Vaccines' (AGV) certificate or the preparedness to gain one.

Approved:

Rodger Williams

Deputy Chief Executive Officer

Date: ____ / ____ / ____

Reviewed by:	General Manager – Palmerston	February 2019
Approved by:	Deputy Chief Executive Officer	February 2019
Review due by:	General Manager – Palmerston	February 2021