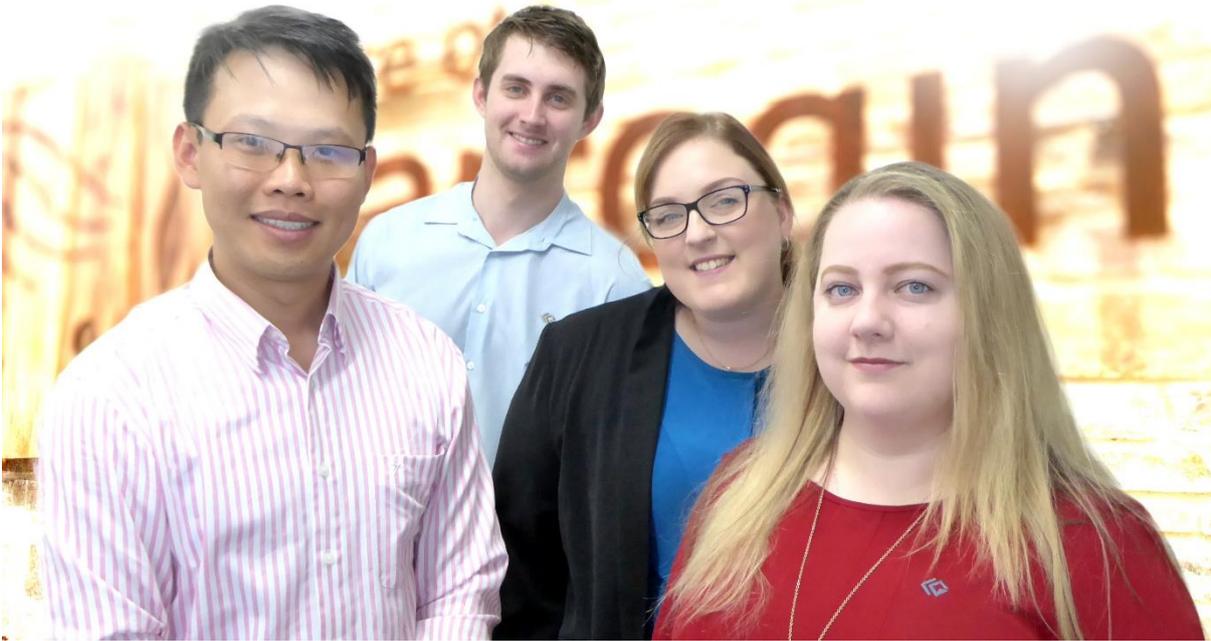


Information for Applicants



Registered Nurse - Homecare

Ongoing Vacancy

For more information contact:

Paula Raworth

mcys@narrogin.wa.gov.au

Tel: 08 9890 0700



Registered Nurse - Homecare

Are you a Registered Nurse?

Looking for a rewarding & community based position?

The Shire of Narrogin by way of Narrogin Regional Homecare is seeking to recruit a dedicated Registered Nurse to provide clinical support and undertake assessments for our community care clients. Our clinical services are aimed at providing holistic health care and support.

Responsibilities include providing clinical governance within the clinical team to provide care and nursing support to clients in our local Community by way of our Community Home Care Packages and Community Home Support Program.

About you:

- Current AHPRA Registration as a Registered Nurse;
- Understanding of, and a commitment to, person-centred and strength-based practices;
- A valid driver's licence;
- Sound clinical knowledge and experience;
- Excellent organisation and time-management skills with a high attention to detail and ability to establish priorities;
- Excellent interpersonal and communication skills – written and verbal;
- Experience and ability to undertake client assessments and care planning is essential; and
- Experience in a Community Nursing role is desirable but not essential.

About the role:

- Full or Part Time, (negotiable);
- Values driven and supportive team environment
- Professional development opportunities
- Work life balance – no shift work

Enjoy a salary package of between \$90,026 - \$112,064 per annum, subject to qualifications and experience. This includes superannuation contributions of 11% plus up to an additional 4% to match any additional contributions you make to your superannuation fund. Annual leave of 4 weeks, discounted gym membership as well as ongoing training and development.

To be considered for this role please submit a written application addressing the selection criteria listed in the position description and provide a copy of your current resume.

A full employment package is available on the Shire's website www.narrogin.wa.gov.au/woprk. or if you wish to discuss this position or require additional information, please contact Paula Raworth on 9890 0700.

Applications should be marked 'Private & Confidential – Registered Nurse - Homecare, addressed to the undersigned.

Applications are welcomed on an ongoing capacity.

The Shire of Narrogin is an equal opportunity employer.

Dale Stewart

Chief Executive Officer

Shire of Narrogin

PO Box 1145 Narrogin WA 6312

enquiries@narrogin.wa.gov.au

www.narrogin.wa.gov.au

The Package

Position:	Registered Nurse
Department:	Community Services
Section:	Homecare
Position classification:	LGIA Award: Level 7
Employment type:	Full Time or Part Time
Location:	Shire of Narrogin & other Local Government Districts as required.

Per annum	\$ Minimum	\$ Maximum
Salary*	57,244	57,244
Over Award Payment	18,687	39,027
Superannuation @ 11%	8,352	10,590
Leave Loading 17.5% (not payable to contract or casual employees)	1,022	1,296
Matching Superannuation @ 4%	3,851	3,037
Vehicle Provision**	N/A	N/A
Housing Allowance	N/A	N/A
Telephone Allowance	Mobile telephone supplied	Mobile telephone supplied
Uniform Allowance	\$350	\$350
Gym Membership (full) (50% discount)	\$520	\$520
Rostered Day Off	19 day month	19 day month
TOTAL	\$90,026	\$112,064

* The package is calculated on a full time wage of 76 per fortnight for a full year. Wages will be paid on actual hours worked.

** Unrestricted Private Use (radius of 250km) from Narrogin townsite

About Your Application

Preparing Your Application

Your application is the first step towards securing an interview and therefore should be of the highest standard possible.

Whilst emailed applications to enquiries@narrogin.wa.gov.au is preferred, if mailing or delivering the application, it should be stapled in the top left hand corner. Note: Please do not submit applications in plastic folders or include original documents.

Covering Letter

The cover letter is a brief letter outlining the position you are applying for and a brief description of your background and reason for applying for the position.

Addressing Selection Criteria

If the advertisement requires you to address selection criteria, you will need to set out in a separate document entitled "Selection Criteria" and provide evidence of your ability to meet the criteria.

Curriculum Vitae (Resume)

Your Curriculum Vitae should provide personal details (e.g. name, address, contact number) relevant work history, education, training courses attended, qualifications and professional memberships.

Relevant work history should commence with the most recent position you have held, as well as the dates/period of employment. In the description of your work history, give a brief summary of the duties and responsibilities for each of the positions.

Qualifications

Certain positions stipulate that tertiary qualifications or specific certificates are required. As part of the application, candidates should demonstrate that the required level of education or training has been achieved. Please attach photocopies of any relevant qualifications or academic records to the application.

Referees

You should include in your curriculum vitae the names and contact numbers of at least two (2) referees. These referees may be contacted to verify the information stated in your curriculum vitae. Preferably one referee should be your current supervisor or manager, alternatively a supervisor/manager from a previous position may be used.

It is courteous to contact your referees for approval prior to nominating them in the application.

Closing Dates for Applications

Vacant positions with the Shire of Narrogin are advertised for a specific period and close at the time and dates as written in the advertisement. The closing time is the time that the applications are to be received at the Shire of Narrogin offices.

Late Applications Will Not Be Accepted

Short-listing of candidates for interview by the Selection Panel may take up to two weeks after the closing date. The candidates selected for interview will be contacted by an officer from the Shire of Narrogin by telephone to organise a convenient time to conduct the interview.

Preparing for the Interview

To prepare for the interview questions, re-read the Position Description focusing on the Selection Criteria. Think of workplace situations where the relevant skills and abilities have been required to be demonstrated.

Focus on the duties of the position and think about how they would be carried out. Think about the problems that might be encountered and how they could be resolved. Try to identify examples from past experience that might be similar or equivalent.

The Interview Process

The interview panel will generally consist of at least three members. Interviews will follow a set format to ensure equity and fairness to each applicant and will be evaluated in the same manner.

During the interview, the interview panel members will write notes and assess the answers from the candidates in response to the structured questions, ensuring that all applicants are examined in an objective and uniform manner. If a candidate does not understand a question, they should seek clarification prior to providing a reply.

Never assume that the interview panel members know the suitability of individual candidate for the vacant position even though some applicants may have worked with them or have previous experience in the past for which they have applied.

Wherever possible, relate answers to direct experience.

After the Interview

The successful applicant will be contacted by a member of the Interview Panel to verbally offer the position. The Human Resources Department will forward a written offer. All employment is subject to successfully obtaining a National Police Clearance certificate and completing a pre-employment medical and drug & alcohol test, the costs of which will be reimbursed upon commencement.

All unsuccessful applicants will be notified in writing.

Working for the Shire of Narrogin

Located in a picturesque valley surrounded by woodlands, farming country and rolling hills, Narrogin is just a two hour drive south east of Perth and is a major service centre for the region's rich agricultural industry.

The vibrant town is home to about 5,200 residents and is the regional centre for nearby communities including Cuballing, Wickepin, Wagin and Williams, all of which provide a feeder population of more than 10,500 people.

The town's significant infrastructure, health and education facilities and specialty retail outlets also regularly attract more than 9,000 residents from the other outlying shires of Brookton, Corrigin, Dumbleyung, Kulin, Kondinin, Lake Grace and Pingelly.

The Shire of Narrogin is an Equal Opportunity Employer that has a team-oriented and highly motivated workforce which provides quality services and facilities to residents and visitors to the Shire.

Whilst most conditions of employment are covered in the Letter of Appointment and/or Employment Contract, all other governing matters fall within the [Industrial Relations Act 1979 \(WA\)](#) and the [Minimum Conditions of Employment Act 1993 \(WA\)](#) and Council's adopted [Code of Conduct](#).

All or some of the following benefits may apply to your position at the Shire of Narrogin:

Local Government Career

There are currently 138 Local Governments in Western Australia (and two Territories). Whether it be a large organisation or a small team, a career in Local Government is an opportunity to make a real difference.

Hours of Work

Varies depending on the position held, most office employees work Monday to Friday, minimum 152 hours per month. Most 'outside' employees work Monday to Friday, from 6.30am to 4.00pm during the summer months and from 7.00am to 4.30pm during the winter months.

Rostered Day Off (RDO)

A RDO system is in place for eligible Shire employees. One day off per month for full-time Administration, Library, Caravan Park, Narrogin Regional Homecare and Narrogin Regional Leisure Centre employees (other than Executive staff) and one day off per fortnight for employees that work in the Works and Services Division.

Up to 15% Superannuation (combined contribution)

As well as the required 11% superannuation contributions the Shire is required to make on behalf of its employees, contributions made by the employee to their own Superannuation Plan will be matched by the Shire up to a maximum of 4%.

Annual Leave - 17.5% Leave Loading

For employees not defined as casual, four weeks annual leave is payable after 12 months' service. Leave Loading of 17.5% is paid on annual leave for permanent staff not on contract.

13 Weeks' Long Service Leave

All permanent employees of the Shire are entitled to 13 weeks long service leave after completing 10 continuous years' service in Local Government. Long service leave accruals are transferable between all local government authorities in Western Australia.

Personal Leave

Personal/carer's and bereavement leave is as per the National Employment Standards.

Employees Training and Development Opportunities

To maximise the potential and skills of its employees, the Shire is committed to supporting employees' training and education and providing professional development opportunities to employees as appropriate and encourages senior employees' attendance at State Conferences.

Probationary Period

A position may be subject to a probationary period.

Study Leave and Funding

Study leave assistance may be extended at the discretion of the CEO.

Competitive Salary

A competitive salary will be offered relevant to the position level within the Shire.

Salary Packaging

Salary packaging is available for permanent employees (eg package car and/or laptop).

Employee Incentive Scheme

Employees are able to participate in a reward scheme which enables employees to receive an amount not exceeding \$200 in cases where they have put forward good suggestions which have been adopted and resulted in savings and improved efficiency to the Shire.

Annual Performance Reviews

All employees are entitled to an annual performance review. The reviews are linked to possible salary review and highlights training requirements for the relevant position.

Internal Promotion and Acting Opportunities

The Shire encourages all employees to fulfil acting positions where available and endeavours to promote existing employees when a vacancy arises.

Subsidised Corporate Uniform – Office Employees

All permanent employees are entitled to a subsidised annual allowance toward the Local Government uniform.

Personal Protective Equipment

All necessary protective clothing and equipment is supplied by the Council to ensure your safety.

Smoke Free Working Environment

The Shire Administration office, Depot, Library, Homecare, Narrogin Regional Leisure Centre and all work places including vehicles are smoke-free working environments.

Health and Wellbeing Programme

Various programmes are regularly conducted for Shire employees such as Flu vaccines and sun screen checks and full health assessments. These programmes are free to employees.

Vaccinations

Vaccinations from time to time, such as COVID-19, may be compulsory under Government of WA mandates and Health Directions for certain classes of employees including environmental health officers, frontline employees that have regular and close direct contact with aged and vulnerable clients and customers. This is also due to Commonwealth funding requirements, with respect to all Narrogin Regional Homecare employees, whether permanent or casual.

In addition, in the event of a lock down or similar restrictions, all employees at the following work locations may be required to be fully vaccinated, to continue to attend work:

- Narrogin Regional Homecare
- Caravan Park
- Refuse Site
- Works Depot (Mechanical, Parks & Gardens, Construction & Maintenance, Depot Admin)
- Library
- Ranger Services
- Shire Administration Office.

Exemptions may be available through a General Practitioner, that confirms that to receive a vaccination, would compromise their health, due to an existing underlying health condition.

In limited circumstances, those that are not fully vaccinated, may receive temporary approval to work from home, on a case by case basis.

Equal Opportunity Employer

The Shire's Equal Employment Opportunity goals are designed to provide an enjoyable, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.

Job share and Part Time Opportunities

The Shire supports the principle of job sharing and part time employment, with various part time positions currently occupied within the Shire.

Modern Office Facilities

The Narrogin Shire Administration Office, Library, Narrogin Regional Leisure Centre, Narrogin Regional Homecare, and Works Depot Office are all modern, spacious, air-conditioned buildings.

Kitchen Facilities

The Shire Administration Office and Works Depot has a modern kitchen/lunch room for employees use.

Employee Corporate Functions (e.g. Farewell & Christmas Functions)

The Shire provides an annual Christmas Function for all Elected Members, employees and their families as well as other occasional functions throughout the year.

Friendly Work Environment

A great team-oriented, friendly environment makes working with the Shire an attractive employment option with great prospects / career advancement within the Shire and in local government in general.

Work Experience Programme

The Shire is dedicated to giving young people the opportunity to utilise the work experience programmes through their School, enabling them to work in their area of interest.

RRR – Reduce Reuse Recycle

The Shire of Narrogin is committed to promoting environmentally conscious development and to creating a more sustainable community.

Gymnasium or Swimming at lunchtime – Discounted Membership

The Shire Administration Office is located within close proximity to the Narrogin Regional Leisure Centre. A 25-metre heated pool and fully equipped gymnasium is available to all staff who wish to visit as an occasional patron or take advantage of 50% discount to membership packages at the Centre via salary sacrifice.

Family Friendly Environment

The Shire Administration Office is a family friendly environment and recognises the importance of a working/family life balance.

Voluntary Employee Involvement in Community Events

Employees are able to be involved in various events which the Shire organises and/or supports within the community.

Close to Early Education, Schools and the Agricultural College

For those with children, all work locations are within close proximity to the Narrogin Regional Childcare Centre, three choices of Primary Schools, the Senior High School (to year 12) and the Agricultural College (years 10 – 12).

Counselling Services

The Shire offers support on a range of work-related issues. Short term counselling aims to provide local government workers, elected members and bushfire volunteers with support for a wide variety of work-related issues such as work relationships, conflicts at work and other work-related issues. To access this service an individual must be referred to LGIS by the local government by using the approved referral form, which will entitle the individual up to 6 sessions.

Free Parking

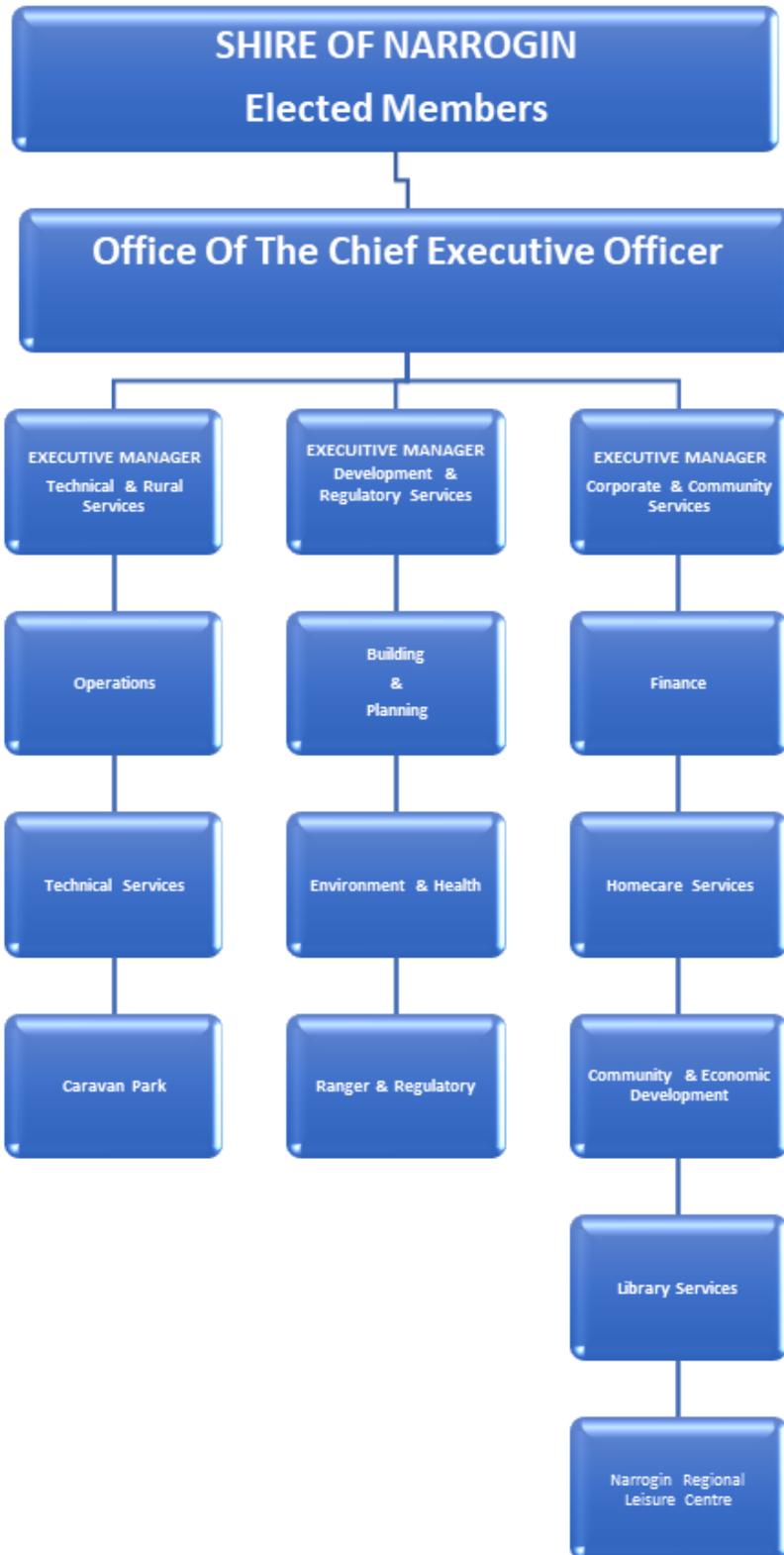
The Shire has free on-site parking facilities for all employees.

Electric Vehicle Charging Stations

Six (6) dedicated Hybrid or Electric Vehicle car parking / charging stations free for employees to park and use if based at the Administration Office.

For further information please contact the Payroll Officer on telephone 9890 0900 or email payroll@narrogin.wa.gov.au.

Organisational Structure





POSITION DESCRIPTION

1. POSITION DETAILS

Position:	Registered Nurse
Directorate:	Corporate & Community Services
Department:	Narrogin Regional Homecare
Position classification:	Level 7
Employment type:	Full Time/Part-time
Location:	Shire of Narrogin/Wheatbelt Region

2. ORGANISATIONAL RELATIONSHIPS

Responsible to:	Manager Community Care Services
Supervision of:	Support Staff
Internal and External Liaison:	
Internal	All staff at Narrogin Regional Homecare
External	Narrogin Homecare clients and their families
	General public
	Allied Health Professionals
	Other service providers

3. **POSITION OBJECTIVES**

- Clinical oversight of Narrogin Regional Homecare clients, provide clinical governance and support to other members of the client coordination team.
- Provide assessment, review, and allocation of appropriate support services to clients of Narrogin Regional Homecare with an emphasis on goal setting, wellness, enablement, and independence.
- Communicate with a broad range of clients with unique needs that requires individualised and timely responses to enquiries.
- Manage high volume enquiries from a variety of mediums including existing and potential Clients, their representatives, staff, and other service providers.
- Work within a team environment to ensure services are delivered in accordance with goal setting, wellness, enablement, and independence.

4. **KEY DUTIES / RESPONSIBILITIES**

- Respond to enquiries and referrals from individuals and external agencies and allocate accepted referrals for assessment, based on agreed policy, criteria, and procedures.
- Network and build relationships with local hospitals, ACAT team, doctors' surgeries, and other allied health professionals to promote services and actively source new clients.
- Provide clinical care to clients as per standard 3 – Personal and Clinical Care including wound care, medication management and clinical care for higher level CHSP clients and package clients.
- Work closely with the coordinator team to provide support to staff who actively work with clients in the community.
- Complete annual reviews of Home Care Package Clients
- Support Commonwealth home support program clients who required nursing care, depending on approvals, and funding.
- Ensure that the comprehensive system of client records and statistical data for accountability is maintained by the accurate and timely input of data.
- Participate in relevant meetings both within the Shire and externally to ensure that knowledge of the Shire and external services and programs are up to date, and to form professional relationships for the benefit of client outcomes.
- Maintain an updated database of information about available resources, programs & services, and provide accurate information regarding these as required.
- Facilitate training and support to other staff, specifically medication management competency training.
- Undertake home based assessments of care needs and Work Health and Safety assessment of the homes of clients requesting access to Narrogin Regional Homecare considering their expressed goals, wellness, enablement, and independence.
- Ensure every client has an agreed written support plan that is goal directed and time limited; is service specific, has a review date and if appropriate, has a referral action plan and /or information provided on health promotion or social activities.
- Ensure that the services offered are responsive to client goals and care needs.
- Make appropriate referrals to other services within agreed timeframes.
- Adhere to protocols and agreements between the Shire and other relevant agencies and organisations.
- Comply with all program funding, legislative and corporate quality, WH&S, and service standard requirements.

- Develop and maintain productive relationships with service providers, community stakeholders, funding bodies and relevant networks maintaining a consistently high standard of customer services at all times.
- The incumbent may be directed to carry out such other duties as are within the limits of his / her skills; competence and training provided such duties do not promote a narrowing of his / her skill base.
- Demonstrate actions in keeping with our adopted Values, Council Policies, Executive Instructions and Code of Conduct and the highest principles of ethics and integrity.

5. **SELECTION CRITERIA**

Qualifications:

- Current Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- 'C' Class motor vehicle driver's License.
- Current First Aid Certificate or willingness to attain certificate.

Experience:

- Demonstrated experience in Aged Care Case Management, Care Planning and Assessment.
- Demonstrated experience as a Registered Nurse in a workplace.
- Sound clinical knowledge and experience.

Skills:

- Understanding of, and a commitment to, person centred and strength-based practices.
- Registered nurse (Division 1) with current APHRA registration.
- An innovative and dynamic approach to the provision of care.
- Excellent organisational and time management skills, with a high attention to detail and ability to establish priorities.
- Excellent interpersonal and communication skills – written and verbal.
- Ability to analyse problem/demanding situations and to seek solutions that effectively address the issue and are resource efficient.
- Provide the absolute best care and support to clients in line with their personalised care plans.
- Attend to client's personal care needs, including assessment, co-ordination, case management and care planning.

Knowledge:

- Knowledge of database software and current Windows package.
- Understanding of issues relating to Community Aged Care is desirable.

6. **EXTENT OF AUTHORITY**

Solutions to problems may require the exercise of limited judgement, with the guidance to be found in procedures, precedents, and guidelines. Assistance available when problems occur.

7. **WHS REQUIREMENTS**

- Follow all Work Health and safety guidelines, policies, and procedures.
- Ensure own safety and avoid adversely affecting the safety and health of any other person through any act or omission at work.
- Undertake risk assessment, hazard identification and control and conduct accident/incident/near misses' investigation and documentation as directed.



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