

Position Description, Inherent Requirements of Position – Nurse



Frequency and Duration of Essential Tasks

Nurses may be involved in caring for patients across a diverse range of wards including neurology, cardiology, orthopaedic, physical rehabilitation, general medical and psychiatry. As a result the support needs of patients will vary dependent upon their age, physical ability, cognitive capacity and behavioural challenges. Nurses can be responsible for administering medication, attending to a wide variety of medical and personal care needs and may be required to monitor and manage any health related conditions or concerns. Support may also be required for mobility assistance or patient transfers and as such a high degree of manual handling is associated with the role

Essential Tasks	Frequency	Duration
Medical Care	Nurses provide medical care consistently throughout the course of their shift.	Typical medication administration or observations may take up to 10 minutes per patient. Complex medical needs may require a Nurse to provide constant attention for the entirety of a shift.
Personal Care Assistance	Nurses provide shower assistance on a daily basis for each patient while other personal care tasks are undertaken on an as needs basis.	Shower assistance generally takes 20 to 30 minutes per patient, while toileting assistance may require only 5 minutes. When supporting patients with particularly high levels of support needs personal care assistance may take up to one hour to complete.
Transfer and Mobility Assistance	Nurses provide patient transfer and mobility assistance on an as needs basis through the course of a shift.	Complex transfers such as hoisting may take up to 15 minutes and may be performed repetitively throughout the course of a shift. Equipment provided must be utilised
Behavioural Support	Nurses undertake behavioural support consistently throughout the course of their shift and while completing all other work tasks.	Behavioural Support for our patients requires Registered Nurses to be attentive and continuously monitor the needs of patients throughout the entirety of their shift.
Emergency Management	Nurses are required to complete emergency management on an as needs basis.	The duration for Emergency Management varies depending upon the nature of an incident.
Administration	Nurses attend handover upon the commencement and end of each shift. Documentation is generally completed once a shift is completed.	Administration tasks generally require 30 to 45 minutes each shift.

Environmental and Organizational Factors

Condition	Description
Heat	Nurses generally complete their duties in a climate controlled indoor environment which is not significantly affected by heat. Warmer weather conditions outside may affect working conditions inside or outdoor access.
Cold	Nurses generally complete their duties in a climate controlled indoor environment which is not significantly affected by cold. Outside weather conditions may affect working conditions inside or outdoor access.
Noise	Nurses may be exposed to low level noise from their working environment including equipment and at times may be involved in interactions with patients of a heightened state and loud nature.
PPE	Nurses are required to wear a uniform including non-slip, closed toe shoes and scrubs. They are required to have their hair tied back at all times. Nurses are required to follow infection control procedures when cleaning bodily fluids or entering isolation rooms including the use of face masks, apron, gloves, goggles and shoe protectors. Fake nails cannot be worn due to infection control requirements
Shift Cycle	Epworth's facilities operate 24 hours a day/7 days a week and you are expected to be available and able to work on a rotating roster across all shifts and shift patterns, including night shifts. Although there may be times when you work to a particular pattern of days and times, please note Epworth may still require you to change your shifts in line with notice periods under your employment agreement to meet operational needs.

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Physical Demands	Rare	Occasional	Frequent	Constant		Cognitive and Psychosocial Demands	Low	Medium	High
Frequency and Duration of Essential Tasks	0 – 5% of total work time	6-33% of total work time	34-66% of total work time	67-100% of total work time					
Sitting		✓				Attention			✓
Standing				✓		Concentration			✓
Walking				✓		Memory			✓
Step up / step down		✓				Interaction with others			✓
Looking Up and Down			✓			Communication – written			✓
Forward Bending			✓			Communication - verbal			✓
Turning and Twisting			✓			Problem solving		✓	
Crouching and Squatting		✓				Decision making		✓	
Kneeling and Crawling		✓				Planning/sequencing			✓
Reaching above shoulder			✓			Reasoning/judgement			✓
Reaching forward				✓					
Gripping (Hand)			✓						
Fine Motor Movements (Hand)			✓						
Lifting floor-waist		✓ (up to 12kg)							
Lifting overhead		✓							
Carrying		✓							
Pushing and pulling upper limb			✓						
Pushing lower limb		✓							