

Role Description

Home Care Registered Nurse



Organisation	Elouera Home Support North Coast
Location	North Coast NSW
Employment Type	Casual
Award	Nurses Award 2020 (Community Nursing Classification)
Reports To	Care Coordinator / Management
Direct Reports	Nil
Role Function	Community Clinical Nursing & Complex Care
Date of Approval	February 2026
Organisation website	www.elouerahomesupport.com.au

Primary purpose of the role

Provide safe, ethical and evidence-based nursing care to clients within their own homes across North Coast NSW. The Home Care Registered Nurse delivers advanced clinical assessment, care planning and complex nursing interventions while working autonomously in community environments.

The role promotes independence, dignity, safety and informed choice for every client and ensures care delivery aligns with AHPRA standards, the Nursing and Midwifery Board of Australia (NMBA) Code of Conduct, the Aged Care Quality Standards, the NDIS Practice Standards and all relevant legislative and regulatory requirements.

Key accountabilities

What	Key accountabilities
Clinical Assessment & Care Planning	<ul style="list-style-type: none"> Conduct comprehensive nursing assessments including physical, psychosocial and environmental risk assessments within client homes. Develop, implement, review and evaluate individualised care plans in collaboration with clients, families and relevant health professionals. Monitor chronic and acute health conditions, identify early signs of deterioration and escalate concerns appropriately.
Complex Clinical Care	<ul style="list-style-type: none"> Provide advanced nursing care including wound management, catheter care, continence management, PEG feeding support (where applicable), medication administration and chronic disease management.

Clinical Documentation & Reporting

- Undertake medication reviews, reconciliation and safe administration in accordance with NSW and QLD legislative requirements.
- Ensure clinical interventions are delivered within scope of practice and professional standards.
- Maintain accurate, objective and timely clinical documentation within approved electronic care management systems.
- Ensure documentation complies with privacy legislation and record-keeping standards.
- Participate in incident reporting, risk management and quality improvement processes.
- Identify safeguarding concerns and mandatory reporting obligations and respond in accordance with NSW and QLD legislation.

Communication & Coordination

- Liaise effectively with GPs, hospitals, allied health professionals, case managers and families to ensure coordinated and integrated care.
- Provide clinical guidance and oversight to Home Care Employees (Support Workers) within scope of practice and organisational policies.
- Promote independence, dignity, informed choice and culturally respectful care in all service delivery.

Compliance & Safety

- Maintain safe work practices in home environments including manual handling risk assessment and infection control procedures.
- Ensure compliance with AHPRA registration standards, NMBA Code of Conduct and relevant state-based health regulations.
- Participate in ongoing professional development and mandatory training to maintain clinical currency.

Key challenges

- Delivering complex clinical care across diverse and unpredictable home environments.
- Working autonomously while maintaining regulatory compliance and professional accountability.
- Managing clinical risk and early deterioration in community-based settings.
- Coordinating multidisciplinary care while maintaining clear documentation and communication.

Mandatory requirements

Requirements
Eligibility to work in Australia
Current AHPRA registration as a Registered Nurse with no restrictions
Current National Police Check or NDIS Worker Screening Clearance
Current First Aid and CPR Certificate
Current Working with Children Check
Valid driver's licence and access to a reliable comprehensively insured vehicle.
Evidence of required vaccinations (as applicable)

Availability & flexibility requirements

- Availability to work minimum 2-hour services.
- Flexibility to work varying shift lengths including evenings, weekends and overnight shifts where required.
- Ability to travel between client homes across allocated service areas.

Key relationships

Internal

Who	Why
Care Coordinator / Management	<ul style="list-style-type: none"> • Receive clinical direction, escalate risks and provide care updates. • Ensure service delivery aligns with care plans and compliance requirements.
Administrative / Coordination Team	<ul style="list-style-type: none"> • Maintain clear communication regarding documentation, scheduling and service updates. • Support continuity of service and compliance processes.
Home Care Support Workers	<ul style="list-style-type: none"> • Provide clinical guidance and oversight within scope of practice. • Support safe delegation and continuity of care.

External

Who	Why
Clients	<ul style="list-style-type: none"> • Deliver safe, evidence-based and person-centred nursing care. • Promote independence, dignity and wellbeing.
Families / Carers	<ul style="list-style-type: none"> • Provide professional communication, education and support where appropriate.

Care Partners / GPs / Hospitals / Allied Health Professionals	<ul style="list-style-type: none"> Support coordinated, integrated and safe care planning.
Regulatory Bodies (where required)	<ul style="list-style-type: none"> Ensure compliance with professional and legislative standards.

Role dimensions

- Provides community-based clinical nursing services across allocated service areas on the North Coast NSW.
- Responsible for complex clinical care, risk management and regulatory compliance.
- Works independently in client homes while maintaining accountability to the organisation.

Capabilities for the role

Capability	Description
Clinical Competence	<ul style="list-style-type: none"> Demonstrated advanced clinical judgement and competence in community or home care environments.
Professional Accountability	<ul style="list-style-type: none"> Maintains unrestricted AHPRA registration and adheres to NMBA Code of Conduct. Works independently while maintaining safety and compliance.
Communication	<ul style="list-style-type: none"> Clear, professional and responsive communication with clients, families, multidisciplinary teams and office staff.
Risk Management	<ul style="list-style-type: none"> Ability to identify deterioration, safeguarding concerns and mandatory reporting obligations.
Technology Proficiency	<ul style="list-style-type: none"> Confident use of electronic care management systems and digital documentation platforms.
Emotional Awareness	<ul style="list-style-type: none"> Ability to manage sensitive situations calmly and professionally.
Professional Standards	<ul style="list-style-type: none"> High level of integrity, accountability and confidentiality. Maintains professionalism and composure while adhering to organisational policies and procedures.

Performance expectations

Performance expectations
Accurate and timely completion of clinical documentation.
Reliable attendance and punctuality.
Responsive communication with office and care coordination team.
Compliance with organisational, Aged Care and NDIS standards.

Compliance & regulatory requirements

This role operates under AHPRA registration standards, the NMBA Code of Conduct, the Aged Care Quality Standards and the NDIS Practice Standards. All Registered Nurses must comply with mandatory reporting obligations, workplace health and safety requirements, infection control standards, confidentiality legislation and all organisational policies and procedures.