POSITION DESCRIPTION

Echuca Regional Health

Health Care Worker

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Health Care Workers (HCW) work within a plan of care under the supervision and direction of the Registered Nurse to provide delegated aspects of patient care.

HCWs consist of Health Services Assistants, Registered Nurse students (having completed unit standards) and workers formerly known as Personal Care Workers, Personal Care Assistants and Assistants in Nursing.

The objective of this role is to perform patient care activities alongside the registered nurses, and for the HCW to work as part of the health care team, assisting the registered nurses to provide patient care. The HCW is required to practice under the supervision of a Registered Nurse at all times, and care will be delegated in accordance with education level, confidence and competency of the HCW. Shifts allocated to the HCW will not be given sole patient allocation but instead work with one or more nurses in the provision of care to a group of patients.

HCWs retain responsibility for their own actions and remain accountable to the Registered Nurse for all allocated functions.

Position Details	
Position Title:	Health Care Worker
Department	Nurse Pool
Reports to:	Bank & Nurse Pool Manager
Positions Reporting to this role:	Nil
FTE:	2.0
Budget:	P0460
Enterprise Agreement:	Health and Allied Services, Managers and Administrative Workers Enterprise Agreement 2025-2029
Position Classification:	IN37-IN39
Position Description last reviewed:	October 2026

Key Accountabilities
Work within the defined role and practice parameters determined within this position description.
Participate in delegated aspects of care delivery in relation to the patients plan of nursing care.
Ensure patient dignity and privacy are maintained at all times.
Provide constant patient observation when directed by the registered nurse, following assessment by the registered nurse.
Maintain a safe patient environment.
Communicate effectively with patients, residents, families, carers and the multidisciplinary team.
Assist patients with their activities of daily living, including but not limited to: ○ Hygiene, shaving and skin care; ○ Assist with feeding and hydration;

○ Assistance with mobility, transfers, and positioning; ○ Assistance with elimination needs; ○ Diversional activities and social activities. ○ Vital signs and BGLs under delegation from a registered nurse.
Recognise, report and record incidents promptly, clearly and concisely to the supervising registered nurse.
Successfully complete all mandatory organisational competencies and training within the requirements of the work role.
Ensure infection control policies and principles are adhered to at all times.

Organisational Responsibilities
Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Each employee has a responsibility to comply with and promote relevant legislation and professional standards in relation to safety, quality and risk relevant to their position
Each employee has a responsibility to comply with and promote compliance with the National Safety & Quality Health Service Standards and other industry standards and relevant regulatory requirements

CARE Values	
All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	**External**
NUM, ANUM's, RN's, Educators, Medical Staff, Allied Health staff, support staff.	Peak Bodies

Health Care Worker

Selection Criteria
Essential:
Qualifications: • Certificate III in Health Services Assistance / Certificate III or IV in Aged Care or Individual Support or equivalent thereof.
Satisfactory evidence of; National police check, Vaccination status in line with policy and procedure at this time.
Behavioral qualities that reflect ERH Guiding Principles.
Sound knowledge and skill in relation to patient care, relevant to experience and scope of clinical practice.
Good understanding and adherence to the principles underpinning patient centred care.
Ability to practice collaboratively as part of a multidisciplinary team.
Well-developed interpersonal skills, including an ability to communicate effectively with other staff, patients and their families.
Basic computer skills.

TERMS & CONDITIONS OF EMPLOYMENT:
Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File