

Position Description

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| Position Title | Enrolled Nurse Mental Health Graduate/Transition Program |
| Position Number | 30007244 |
| Division | Clinical Operations |
| Department | Mental Health |
| Enterprise Agreement | Victorian Public Mental Health Services Enterprise Agreement 2021-2024 |
| Classification Description | PEN Level 2 Year 1 to Level 2 Year 4 |
| Classification Code | PE21 – YD22 |
| Reports to | Area of rotation Manager |
| Management Level | Non Management |
| Staff Capability Statement | Please click here for a link to staff capabilities statement |

Bendigo Health

With more than 5,000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

Mental Health Inpatient and Community Departments

Bendigo Health Mental Health Services operate under a philosophy of care to deliver evidence based treatment and patient centred care, underpinned by recovery orientated principles and values. We deliver treatment and care that is sensitive to gender and culture, informed by an understanding of responses to trauma, and responsive to the contexts of patients' lives and communities. We provide care and treatment in the most appropriate and least restrictive setting. We actively engage with patients, carers, families, nominated persons, General Practitioners and the broader community. We focus on the development of relationships that are collaborative and foster patient choice and self-determination, and will promote resilience. We support patients to pursue their own wellbeing by respecting their wishes as much as possible.

Graduate/Transition Enrolled Nurses will rotate through 2 units from the list below:

Psychiatry Adult Acute Unit (AAU):

A 35 bed short-term acute inpatient unit that provides intensive therapeutic treatment for people during an acute phase of mental illness living in the Loddon Campaspe Southern Mallee region aged 16 to 65 years. Services are provided by a multidisciplinary team, and patients are supported to find ways to manage their

illness and identify triggers and coping strategies that assist them in their recovery. The unit is made up of two distinct areas; the low dependency area (LDU) and the Intensive Care Area (ICA), utilised according to the patient's clinical needs.

Psychiatry Older Persons Unit (OPU):

A 20 bed unit which provides a mental health inpatient service to those over the age of 65 (but not exclusively) across the Loddon Campaspe Southern Mallee region. The Psychiatry Older Persons Unit (OPU) provides acute inpatient mental health assessment, treatment and support to patients suffering from mental illness, or from a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness.

Psychiatry Extended Care Unit (ECU):

A 20 bed secure inpatient unit providing medium to long term inpatient treatment and rehabilitation for patients aged 18 to 65 years who experience unremitting and severe symptoms of a mental illness which inhibits their capacity to live in the community and requiring intensive rehabilitation that cannot be undertaken in a community setting.

Bendigo Adult Community Mental Health (BACMHT):

The BACMHT is an integrated and multidisciplinary team, delivering Monday-Friday 8.30am-5pm community care to persons 24 - 64, providing a case management response to individual patients. Treatment is recovery focused and provided during all stages of illness. As well as providing proactive treatment and support in the community setting, lead clinicians remain involved in the care, treatment and discharge planning of their patients throughout any inpatient and/or residential admissions.

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Enrolled Nurse Mental Health Graduate/Transition Program provides an opportunity for newly registered and existing enrolled nurses working in other areas of health to make the transition to mental health nursing in a structured and supported 12 month program. During the Graduate/Transition Program you will work 0.8 EFT.

The program encourages consolidation of mental health nursing skills and knowledge within a holistic multidiscipline framework that also includes lived experience workers. The Enrolled Nurse Mental Health Graduate/Transition Program involves a combination of clinical experience, study days, workplace competencies, unit rotations and clinical supervision.

During your employment, you will participate in a program designed to support, consolidate and develop your mental health clinical and professional competence, in line with the Enrolled Nurse standards for practice and National Practice Standards for the Mental Health Workforce 2013.

Support is provided by the Mental Health Professional Development Unit, Enrolled Nurse Educator, Clinical Specialist Nurses, Nurse Unit Managers and Nursing and Interprofessional colleagues.

Following the successful completion of the program graduates are matched to ongoing positions at Bendigo Health. This may be in a particular unit or alternatively on our acute, mental health or residential pool. Further information will be provided during your graduate year.

Responsibilities and Accountabilities

Key Responsibilities

- Provide safe and quality nursing care in line with the Enrolled Nurse standards for practice (Nursing and Midwifery Board of Australia) and the National Practice Standards for the Mental Health Workforce 2013
- Contribute to the delivery of quality healthcare through collaboration with multidisciplinary team members to achieve the desired health outcomes for patients with the provision of patient-focused holistic care
- Accept accountability for own actions and seek guidance from team members when limited by own level of expertise (scope of practice)
- Respond to clinical changes in the patient's condition and initiate consultation with relevant medical/nursing and multidisciplinary team as required
- Actively participate in and satisfactorily complete all Enrolled Nurse Graduate/Transition Program activities

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

Qualifications, Certificates and Registrations

1. Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse without conditions and complies with the Enrolled Nurse standards for practice (Nursing and Midwifery Board of Australia)

Specialist Expertise and Knowledge

2. Demonstrated commitment to providing recovery focused person centred care which focuses on the individual and their support networks
3. Demonstrated application of nursing knowledge and ability to work within safe practice principles at the level of an enrolled nurse
4. Ability to integrate theory into practice

Personal Qualities, Skills and Abilities

5. Enthusiasm and genuine interest in working with people experiencing mental illness
6. Ability to interact and communicate in a professional manner to a diverse range of people including patients, family/carers and a multidisciplinary team.
7. A willingness and ability to participate in learning opportunities and experiences offered within the Enrolled Nurse Mental Health Graduate/Transition Program at Bendigo Health

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Registration with Professional Regulatory Body or relevant Professional Association The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.