

Position Description

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 2024-2028
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
Mandatory Requirements	- National Police Record Check - Registration with Professional Regulatory Body or relevant Professional Association - Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

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 3 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 multi-disciplinary 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.

Key Selection Criteria

Essential

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

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.

- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

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.