Position Description

Position Title	Registered Nurse
Position Number	30010718
Division	Community and Continuing Care
Department	Specialist Dementia Care Program
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Registered Nurse G2 Y2 – G2 Y8
Classification Code	YP3 – YP9
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Aged Care Banning Order Register • National Disability Insurance Scheme (NDIS) 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.

The Position

The Registered Nurse collaborates with Nurse Unit Managers, Enrolled Nurses, and Health Care Workers to provide person-centred, recreational-based care and specialist behaviour support within the Specialist Dementia Care Program (SDCP). This temporary care unit aims to stabilise and reduce severe behavioural and psychological symptoms, facilitating a supported transition to less intensive, mainstream residential care settings. The SDCP team works closely with Dementia Support Australia, Dementia Training Australia, and specialist clinicians to help individuals achieve the goals and positive outcomes of the program.

Responsibilities and Accountabilities

In this role, you'll provide safe, person-centred nursing care focused on supporting residents through rehabilitation and behavioural stabilisation.

Key Responsibilities

- To practice within the Nursing and Midwifery Board of Australia NMBA competency standards
- Provide and promote safe, recreational, person-centred, psychosocial, goal-orientated care, supporting residents to promote rehabilitation and build on their capabilities in an interdisciplinary environment with the aim of transitioning out of the SDCP following stabilisation.
- Consult with the health care team, resident and carers to assist and supervise the planning, delivery and evaluation of a high standard of quality person-centred nursing care.
- Promote practices, that complies with the policies and procedures of BH and actively participates in the maintenance and implementation of relevant BH policies and procedures to ensure best practice.
- Provide and promote effective communication that includes the resident, carers and inter - disciplinary team within and external to Bendigo Health.
- Contribute to the collection of relevant clinical data as required for SDCP KPI's and guidelines.
- Refer relevant and important issues to the Associate Nurse Unit Manager or Nurse Unit Manager or other health care team members.
- Ensure the safe operation and cleanliness of all clinical equipment according to relevant standards.
- Ensure compliance with BH risk management policy and guidelines.
- Ensure compliance with Food Safety Program Guideline.
- Participate in staff development and training as required under the National Dementia Education and Training Standards Framework for SDCP staff (including annual mandatory training in fire/emergency, cardio-pulmonary resuscitation, infection control & 'safe manual handling'), and maintain a personal record of activities completed.
- Maintain a practical working knowledge of Aged Care Act legislation inclusive of the Aged Care Quality Standards.

Residential services specific activities

- Ensure a current understanding of contemporary issues and practices affecting the holistic management of residents (i.e. complex physical needs of residents, managing behaviours relating to dementia/depression, younger people with acquired brain injuries).
- Maintain a current knowledge of the documentation required for Aged Care and ensure their implementation to optimise resident outcomes.
- Maintain a practical working knowledge of Aged Care legislation inclusive of the Aged Care Quality Standards
- Notify your employer and document all incidents of alleged or suspected assaults (including unreasonable use of force and unlawful sexual contact) so that the appropriate response can be undertaken to ensure the health, safety and wellbeing of residents, and to meet record keeping responsibilities under the Act.
- The law also requires staff to report missing residents in certain circumstances so Bendigo Health can respond in line with legislation.

Key Selection Criteria

Essential

1. Current registration with the Nursing and Midwifery Board of Australia through the regulatory body, Australian Health Practitioner Regulation Agency (APHRA) with a minimum of 1 year full time or PPT equivalent experience practising in a residential or inpatient care setting
2. Experience in aged care or inpatient care, especially caring for people living with dementia and understanding of behavioural and psychological symptoms of dementia (BPSD)
3. Demonstrated knowledge and experience in quality improvement and the Aged Care Quality Standards
4. Demonstrated ongoing commitment to professional development and a demonstrated high level of motivation and willingness to learn
5. Ability to work collaboratively within a team environment
6. Previous experience providing a recreational, person-centred, psychosocial, goal-orientated care, supporting residents to promote rehabilitation and build on their capabilities.

Desirable

7. Working towards or possessing relevant post registration qualifications such as Dementia or Gerontology
8. Previous experience working in a Specialised Dementia Care Program (SDCP)
9. Sound understanding of Food Safety or current Food Safety certificate

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.