

Position Description

Position Title	Registered Nurse Older Persons Care Hub
Position Number	30013160
Division	Community and Continuing Care
Department	Community Allied Health Services (CAHS)
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Nurse Consultant A - B
Classification Code	ZF4 - ZJ4
Reports to	Manager - Community Allied Health Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • National Disability Insurance Scheme (NDIS) Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • 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

Older Persons Care Hub is a home-based service providing timely short term multidisciplinary assessment and care planning for older adults to enable them to remain safely at home and avoid unnecessary presentations to the Emergency Department or admission to hospital. Non-admitted care is provided for up to seven (7) days, with a coordinated handover to the most appropriate community service, outpatient program, and/or the patient's General Practitioner (GP) for ongoing care.

The Older Persons Care Hub team sit in the Community and Continuing Care Directorate. Operationally, OPCH function as a dedicated team within Community Allied Health Service (CAHS).

Responsibilities and Accountabilities

The Older Persons Care Hub Registered Nurse is a senior skilled clinician, working independently and within the multidisciplinary team to provide high quality, patient centred nursing care.

As the OPCH Nurse, you will

- Complete a Comprehensive Geriatric Assessment (CGA) on all patients, in home or via telehealth
- Undertake clinical assessments, including but not limited to, the Mini-Mental State Examination (MMSE), 4AT Screening for Delirium and Cognitive Impairment, Elderly Fall Screening Test (EFST), Carer Strain Score and other indicated clinical assessments.
- Work closely with the OPCH Clinical Coordinators, Geriatrician, and Allied Health Professionals to optimise health outcomes, support older people to remain at home and avoid unnecessary Emergency Department presentations.
- Provide clinical tasks, including but not limited to; medication administration, diabetes care, wound management, stomal therapy, catheter/continence care and chronic disease management.
- Contribute to service development and evaluation of the OPCH pilot.

Key Responsibilities

Clinical Care

- Work independently within approved scope of practice to undertake a Comprehensive Geriatric Assessment (CGA) on all Older Persons Care Hub patients in the home environment.
- Use clinical assessment, reasoning and decision making to identify intervention's and develop care plans for the Older Person.

- Deliver nursing interventions including medication administration (IM/SC/PO), wound care, stomal therapy, oxygen therapy, catheter and continence management, pressure injury management and chronic disease management.
- Monitor for and escalate issues of clinical concern using ISBAR and Bendigo Health guidelines
- Notify OPCH care team of any changes in the patient's status to ensure timely implementation of appropriate treatment and monitoring of outcomes
- Holistic discharge planning following OPCH care, including liaising with Commonwealth and State funded aged and disability community service programs.
- Promote and participates in assessing, planning, implementing and evaluating nursing care, ensuring accurate documentation and adjusting care plans to meet patient needs and achieve optimal outcomes
- Manage allocation of workload and completion of CGA's based on acuity and complexity

Collaborative Practice

- Participate in daily huddles and case conference, assisting in decision making regarding treatment goals and care plans as required.
- Provide clinical handover to ensure client care is maintained
- Facilitate the smooth transition of clients through the health care system, including Emergency Department, community providers and GP, collaborating and liaising with relevant services to ensure continuity of care for individual clients and their families.
- In collaboration with the OPCH Clinical Coordinator, act as a key contact for nursing referral enquiries, including phone consultation with stakeholders and referrers
- Apply evidence-based practice, utilising current research to inform clinical decisions, recommend service improvements and support updates to policy and practice guidelines.
- Demonstrate a commitment to organisational change and quality improvement

Key Selection Criteria

Essential

1. Registered as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA)
2. Minimum 4 years clinical experience, preferably in community, subacute or geriatric nursing
3. Sound clinical knowledge of complex health and medical conditions
4. Knowledge of services and funding models supporting clients at home, with the ability to make appropriate referrals
5. High level of computer literacy and competence in patient management systems.
6. Ability to work positively and flexibly with internal and external services
7. Flexibility to operate in an environment of change and continuous improvement.
8. Demonstrated excellent written and verbal communication skills

Desirable

9. Postgraduate qualifications in gerontology, community health, or palliative care nursing.

10. Clinical competence/credentialing in catheterisation (IDC/SPC), IV cannulation, and gastrostomy tube management.
11. Experience in general medicine, aged care, emergency, or critical care nursing.

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.

