

Position Description

Position Title	Registered Nurse
Position Number	30025330
Division	Clinical Operations
Department	Acute Ambulatory and Critical Care
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Registered Nurse Grade 2 Year 2 – 8
Classification Code	YP3 – YP9
Reports to	Nurse Unit Manager, Intensive Care Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 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

The Clinical Operations Division

The Clinical Operations Division encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health Services.

Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

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.

The Intensive Care Unit

The team is part of Bendigo Health's Acute Ambulatory and Critical Care Department. The Intensive Care Unit is a 12-bed combined facility where we care for more than 1000 intensive care, high dependency and coronary care patients each year. It is a Level 3 facility that is well-designed, spacious unit and offers all aspects of modern Intensive Care, including invasive and non-invasive ventilation, renal replacement therapy and plasmapheresis, intra-aortic balloon pump, bedside ultrasound and echocardiography. The intensive care facility is the only such facility in the region. Regular audits are conducted to ensure our standards, and indicate that the Intensive Care Unit compares well with similar sized metropolitan units and fully meets the needs of the community in the Loddon Mallee region.

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.

Bendigo's Critical Care unit is a 12 bed multidisciplinary unit comprising Intensive Care, High Dependency and Coronary Care. The unit runs consistently at greater than 85% occupancy and ANZICS data shows patient acuity comparable with average Metro non-teaching ICU's. We have 6 ventilated beds and cater for all disciplines except Cardiac and Neuro surgery. All Cardiac arrests and MET calls within the hospital are critical care nurse run and we also operate an Intensive Care Liaison Nurse Service.

Responsibilities and Accountabilities

Key Responsibilities

- To provide safe and quality care in line with the Australian Nursing Council (ANC) national competency standards, the Code of Ethics and the Code of Professional Conduct for nurses in Australia and commensurate with level of clinical skills and experience.
- Assist in the planning, delivery and evaluation of a high standard of nursing care in consultation with the health care team, patient, family and carers.
- Provide safe customer focussed patient care in a multidisciplinary environment.
- Maintain and develop professional nursing standards and practice ensuring that annual hospital and Intensive Unit competencies are met.
- Assess the need for and provide health education for patients and carers as necessary.
- Provide effective communication so as to include the patient, family, carers and the inter-disciplinary team in the immediate and ongoing health care.
- Refer relevant and important issues to the Senior Nurse or other health care team members
- Provide excellent written documentation of all patient care given including all necessary computer data entry requirements.
- Have knowledge of the national access emergency targets “NEAT”
- Responsible for checking of clinical equipment and ensuring its safe operation and cleanliness prior to use.
- Promote practices which comply with the policies and procedures of Bendigo Health and actively participate in the maintenance of relevant policies and procedures to ensure best practice.
- Participate in team/departmental and organisational meetings as required.
- Participate in service development as required.
- Ensure compliance with Bendigo Health risk management policy and guidelines.
- Provide leadership and direction and act as a positive role model providing mentorship and preceptorship to less experienced nurses, including undergraduate nursing students
- All staff work a rotating 7 day a week roster covering days evening and night shifts
- Work as allocated by the Nurse In Charge of the shift in Intensive Care Unit. Staff with relevant experience can be allocated as access nurse which includes attended medical emergency team calls on the acute campus.
- Work in your assigned unit or within your division as the need arises and in accordance with your clinical competencies.
- 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.

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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

1. Current registration with AHPRA (Australian Health Practitioner Regulation Agency) as Registered Nurse and a post graduate qualification in Critical Care
2. Demonstrated knowledge of the ANMC competency standards and Codes of Practice / Ethics
3. Demonstrated clinical knowledge and skills relevant to the Unit speciality
4. Sound interpersonal and communication skills with a strong customer-focus
5. Demonstrated knowledge of current issues, trends and research in the area of clinical speciality
6. Demonstrated commitment to ongoing professional development

7. Ability to prioritise, set goals & objectives and meet time-lines and computer literacy and / or willingness to develop computer skills
8. A personal approach which is positive, enthusiastic, friendly and helpful and a willingness and ability to learn
9. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
10. Ability to work as part of a team, as well as to work independently and flexibility to operate in an environment of change and continuous improvement

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 For example, AHPRA, AHRI, RACS etc. 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.

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

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.