

Position Description

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| Position Title | Registered Nurse |
| Position Number | 30025356 |
| Division | Community and Continuing Care |
| Department | Golden Oaks |
| Enterprise Agreement | Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 |
| Classification Description | Registered Nurse Grade 2 |
| 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 | <ul style="list-style-type: none">• National Police Record Check• Aged Care Banning Order Register• Immunisation Requirements• National Disability Insurance Scheme (NDIS) Check• Registration with Nursing and Midwifery Board through the regulatory body, Australian Health Practitioner Regulation Agency (APHRA) |

Bendigo Health

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

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

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 Position

The Registered Nurse provides person-centred, holistic care to residents at Golden Oaks, ensuring the delivery of safe, high-quality nursing services in accordance with Australian Nursing Council (ANC) national competency standards, the Code of Ethics, and the Code of Professional Conduct for nurses in Australia. The role may assume the responsibilities of the Associate Nurse Unit Manager (NUM) when required and actively supports continuous improvement, professional learning, and evidence-based practice within the care environment.

Responsibilities and Accountabilities

- Deliver safe, person-centred care in line with NMBA competency standards and Bendigo Health (BH) policies.
- Collaborate with residents, carers and the interdisciplinary team to plan, deliver and evaluate high-quality nursing care.
- Maintain effective communication with residents, families and internal/external care teams, escalating issues to the Associate NUM or NUM as required.
- Ensure safe use, cleanliness and compliance of clinical equipment and adhere to BH risk management guidelines.
- Participate in mandatory training and ongoing professional development, maintaining accurate records of completion.
- Apply a practical understanding of Aged Care legislation and the Aged Care Quality Standards in daily practice.
- Remain informed on contemporary aged care issues, including management of complex health needs, dementia-related behaviours and younger residents with acquired brain injury.
- Promptly report and document all serious or reportable incidents to support resident safety, wellbeing and legislative compliance.

Key Selection Criteria

Essential

1. Registered Nurse with the Nursing and Midwifery Board of Australia through the regulatory body, Australian Health Practitioner Regulation Agency (APHRA)
2. Demonstrated knowledge and experience in quality improvement and the Aged Care Quality Standards
3. Demonstrated ongoing commitment to professional development and a demonstrated high level of motivation and willingness to learn
4. Demonstrated clinical knowledge and skills relevant to the Unit speciality, including knowledge of the ANC competency standards and Codes of Practice / Ethics and relevant statutory requirements
5. Ability to work collaboratively within a team environment

Desirable

6. Ability to give excellent customer service to both internal and external customers
7. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
8. Ability to interact and communicate with a diverse range of people at all levels
9. A personal approach which is positive, enthusiastic, friendly and helpful

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.
- 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.