

Position Description

Position Title	Registered Nurse
Position Number	30025476
Division	Clinical Operations
Department	Theatre
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 • Working with Children 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 Perioperative Nurse (Circulating/Instrument Nurse) cares for patients in the period prior, during and following surgery or interventional procedures.

Circulating/Scout Nurse - The circulating nurse is the intraoperative team's conduit ensuring all items required to optimize the patient's outcome are delivered aseptically onto the surgical field. Patient safety is confirmed as the circulating nurse monitors the environment and manages associated risks. Other roles include - patient positioning, involvement in the Surgical Safety Checklist – Sign In (correct patient, site and consent), Time Out and Sign Out (as adapted from the World Health Organization Surgical Safety Checklist), documentation of the accountable items, collection of specimens, confirming the consent, and equipment management.

Instrument/Scrub Nurse - Involvement in the Surgical Safety Checklist – Sign In, Time Out and Sign Out is also the responsibility of the Instrument/Scrub nurse. The instrument/scrub nurse assumes primary responsibility and accountability for all items used within the surgical field. With the aim of anticipating the needs of the surgical team the instrument nurse, assesses the surgical team requirements and provides sterile supplies and equipment required for the procedure. The instrument nurse must remain vigilant throughout the surgical procedures in order to recognize and respond to the patient's changing condition, recognizing intraoperative complications and responding promptly.

Responsibilities and Accountabilities

Key Responsibilities

The Registered Nurse will demonstrate competence in the following skills:

- Provides the direct supervision of Graduate and Junior Nurses;
- Collaborative working relationship with all nursing/midwifery staff;
- Maintain and update surgeon's preference cards
- Maintains a cooperative and productive working relationship with all members of the health care team.
- Infection control principles
- Undertake the full range of Scout/Scrub nurse activities
- Assists with making sure relevant equipment is available in the operating theatre
- Shall assist with cleaning the theatre at the end of each operation in order to reduce change over times and increase patient flow.
- Clinical decision making skills in addressing instrument requirements.
- Shall ensure that their competencies remain up-to-date and assist and participate in continuing education of self and other staff.
- Shall complete a yearly Quality project and assist with other projects and Audits
- Assist with developing policy and procedures that are up to date in line with latest research, current Australian Standards, ACORN standards and Infection Control guidelines.

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 as a Division 1 Registered Nurse with National Registration Board AHPRA
2. Experience in perioperative nursing
3. Demonstrated ability to work as part of an inter-disciplinary team as well as independently
4. Demonstrated clinical knowledge and skills relevant to instrument/circulating nursing
5. Demonstrated ability to communicate well with, relate to, and see issues from the perspective of people from a diverse range of cultures and backgrounds
6. Demonstrated knowledge in Infection Control Principles, ACORN Standards and AS4187:2021

Desirable

7. Post graduate qualifications in Perioperative Nursing desirable
8. Have completed the Bravura Laser competency course within the last 12 months
9. Sound appreciation of key concepts of the NSQHS for quality improvement and demonstrated involvement in an activity
10. Demonstrated awareness of current issues, trends and research in clinical nursing and in the area of clinical speciality

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.