

## Position Description

Position Title	Registered Nurse
Position Number	30026761
Division	Clinical Operations
Department	Palliative Care and Evaluation Unit
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 <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul>

## 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 within the Specialist Palliative Care and Geriatric Evaluation Unit at Bendigo Health plays a pivotal role in delivering compassionate, evidence-based, and person-centred care to patients with

complex health needs associated with ageing, chronic illness, and end-of-life care. This position supports Bendigo Health's Strategic Plan by contributing to excellence in clinical care, workforce capability, and consumer experience while aligning with the organisation's values of caring, passionate, and trustworthy service.

The role operates within the framework of the divisional operational plan, ensuring safe, coordinated, and quality care that optimises wellbeing and dignity for patients and their families. The Registered Nurse is responsible for comprehensive assessment, planning, implementation, and evaluation of nursing interventions, collaborating within a multidisciplinary team to achieve optimal health outcomes, promote functional independence, and support a seamless continuum of care across palliative and geriatric services.

The successful applicants will have the opportunity to join a large, diverse, friendly and supportive team.

## **Responsibilities and Accountabilities**

### **Key Responsibilities**

- Work as a team member to ensure the efficient, effective and safe operation of the allocated work unit
- Practices within the professional standards, codes and behaviours that are required of a Registered Nurse.
- Build relationships with patients/clients/residents and families in order to educate and work with them collaboratively
- Facilitate effective patient flow processes in accordance with the guidelines established by the allocated work unit
- Provide care which focuses on the individual
- Participate in the annual performance review development planning process
- Participate in the supervision, support and mentorship of students, graduates and new staff. Participate in the relevant professional development programs and comply with any mandatory training requirements.
- Committed to flexibility and innovation of practice including an evidence-based approach to care
- Promotes and contributes towards a supportive and engaged team environment
- Provides patient care that is respectful towards individual values, customs and spiritual beliefs
- Comply with legislation, professional standards and accreditation standards

## **Key Selection Criteria**

### **Essential**

1. Current registration as Registered nurse with the Australian Health Practitioner regulation agency. Nursing and midwifery Board Australia.
2. Previous palliative care experience with demonstrated clinical knowledge and skills relevant to palliative care.
3. Ability to perform daily tasks effectively in an environment of change.
4. Demonstrated ability to contribute to and practice collaboratively as part of a multidisciplinary team.

5. Sound interpersonal skills with a strong focus on patient centred care
6. Demonstrated ability to communicate effectively with patients, visitors and staff at all levels within the organisation

## Desirable

7. Demonstrated evidence of commitment to ongoing education and professional development.
8. Ability to operate in an environment of change.
9. Demonstrated experience and participation in quality improvement activities.

## 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.*