

Position Description

Position Title	Registered Nurse – Bendigo Community Specialist Palliative Care Services
Position Number	30027665
Division	Clinical Operations
Department	Bendigo Community Specialist Palliative Care
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Registered Nurse Grade 3A-B
Classification Code	YT11 – YU11
Reports to	Manager – Specialist Palliative Care 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 • 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

This position works alongside a team of medical specialists, Allied Health, Clinical Nurse Consultants and Administration Roles.

Division 1 Registered Nurses deliver clinical care in accordance with Bendigo Health policy and procedures working independently in the community in collaboration with the interdisciplinary team to provide safe customer focused patient care.

This position may include working within the inpatient unit as well as within peoples own homes providing complex symptom management and end of life care including Care of the Dying

Responsibilities and Accountabilities

Key Responsibilities

- Provision of impeccable clinical assessment and interventions to patients with complex specialist palliative care needs.
- Provide clinical and professional leadership ensuring standards of care are developed, maintained and continually improved across the region.
- Develop, implement and continually improve a customer-focused approach to service delivery.
- Mentor or preceptor staff (undergraduate and Program of Experience in a Palliative Approach (PEPA) students) as directed by the Manager.
- Promote and encourage the utilisation and implementation of Advance Care Planning
- Assume accountability and responsibility for providing a high standard of direct patient care through assessment, planning, implementation and evaluation of outcomes
- Collaborate with multidisciplinary team members to achieve desired health outcomes for patients
- Mentor or preceptor staff as directed by the Nurse Unit Manager or delegate
- Practice within policy and procedural guidelines
- Ensure all patients, clients, visitors and staff are treated with respect, dignity and courtesy in an environment that is free from harassment and discrimination
- Promote and support the mandatory competency framework for the Nursing Directorate and the clinical unit ensuring compliance issues are addressed within an agreed timeframe
- Support the core business of the clinical unit and the Nursing Directorate
- Accept accountability for own actions and seek guidance from senior nursing staff when limited by own level of expertise
- Maintain accurate and timely documentation
- Demonstrate commitment to specific portfolios/participation in committees or working groups as delegated by the Nurse Unit Manager
- Demonstrate a commitment to organisational change and quality improvement
- Comply with health service policy regarding uniform, punctuality, annual Leave and ADO liability

- Promote and maintain an environment of teamwork and professionalism
- Assist with development and review of clinical guidelines, policies and KPI in conjunction with the team

Key Selection Criteria

Essential

1. Current registration as a division 1 Registered Nurse with AHPRA
2. Demonstrated high level experience of service provision in palliative care across the continuum, with demonstrated ongoing high level commitment to ongoing professional development.
3. Demonstrate high level organisational skills and experience in collaborating and communicating with individuals, their caregivers and family, other nurses and members of the health care team to promote multidisciplinary care and optimal palliative care outcomes.
4. Ability to work as part of a team as well as independently in an environment of change.
5. Be responsible for effective leadership, direction, support and development of staff, maintaining and enhancing standards of clinical excellence that reflect the vision and goals of Bendigo Health and BCSPCS.
6. High Level Knowledge of Current trends, policies and frameworks relevant to Palliative Care.
7. A current satisfactory National Police Record Check must be presented or arranged at the time of commencement (this is essential for all positions) and current Victorian Driver's licence.

Desirable

8. Knowledge of new National Safety and Quality standards with demonstrated achievement in and commitment to continuous quality improvement.
9. Knowledge and experience of Data reporting Programs
10. Active involvement in research, teaching, quality improvement and best practice activities in regard to palliative 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.