

Position Description

Position Title	Registered Nurse Postgraduate Intensive Care Nursing Course
Position Number	30027892
Division	Clinical Operations
Department	Intensive Care 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 staff capabilities statement
Mandatory Requirements	• 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

Bendigo Health is passionate about facilitating the professional development of nursing staff. Registered nurses employed in the Intensive Care Unit as a component of postgraduate study in intensive care nursing are required to enrol in a Bendigo Health approved postgraduate course of study.

Participants will rotate to the Emergency Department for short periods in order to develop skills and knowledge in the care of critically ill emergency patients. At all times the Registered Nurse will practice according to the standards of the Nursing and Midwifery Board of Australia as follows: 'National Competency Standards for the Registered Nurse', 'Code of Professional Conduct for Nurses in Australia' and the 'Code of Ethics for Nurses in Australia'.

Responsibilities and Accountabilities

Key Responsibilities

- Provide safe, quality nursing care in line with the Registered Nurse standards for practice (Nursing and Midwifery Board of Australia), policies, protocols and guidelines.
- Assist and contribute to the assessment, planning, delivery and evaluation of a high standard of nursing care in consultation with the healthcare team, patient and carers.
- Conduct comprehensive patient assessments and interpret assessment data to formulate or modify plans of care within scope of practice.
- Effectively communicate and collaborate with patients, carers and multidisciplinary and inter professional team members to ensure that immediate and ongoing healthcare needs are met.
- Work within scope of practice, accepting accountability for own actions and seeking guidance from those more experienced when limited by own level of expertise (scope of practice).
- Contribute to the delivery of safe, quality healthcare through the referral of relevant, significant and important issues to nurse educators, senior staff or appropriate health care team members in a timely manner.
- Act as a positive professional role model for nursing and Bendigo Health.
- Attend and actively participate in all post graduate nurse program study days.
- Satisfactorily complete all requirements of the relevant postgraduate course program.
- Complete all assessment tasks as per unit outlines.
- Where applicable attend face to face study days.
- Undertake clinical rotations as directed by Educators and Unit Managers and or unit outlines – where applicable.

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 Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Demonstrated commitment to providing person centred care which focuses on the individual and their support networks.

3. Demonstrated aptitude to acquire the clinical knowledge and skills in intensive care nursing.
4. Demonstrated application of nursing knowledge and theory to safe clinical practice.
5. Well-developed written and verbal communication and interpersonal skills to enable interaction with a diverse range of people.
6. Demonstrated ability to work effectively as a part of an interdisciplinary team.
7. A personal approach which demonstrates a high level of professionalism, self-confidence and enthusiasm whilst operating in an environment of change.

Desirable

8. Demonstrated ability to prioritise and to set goals and objectives to meet time lines.
9. Ability, willingness and commitment to learn and maximise professional development opportunities.

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.