

Position Description

Position Title	District Nurse
Position Number	30028143
Division	Community and Continuing Care
Department	Community Nursing Services (CNS)
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	District Nurse L1 Y1 – L2
Classification Code	YQ1- YU1
Reports to	Manager, Community Nursing 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 • Working with Children Check • National Disability Insurance Scheme (NDIS) 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

The District Nurse provides clinical care provision services to people in their homes within the shire of Bendigo. Nursing care involves a range of activities such as medication administration, diabetes care, wound management, stomal therapy and catheter/continence care. Registered Nurses (Division 1) and Enrolled Nurses work together as part of the District Nursing workforce.

As a key member of the CN&HCS team the District Nurse plays a crucial role in ensuring our clients receive treatment at home to keep hospital admissions and readmissions to a minimum. In addition to providing direct care, you will also empower clients with their carers, to develop goals and be actively involved in their care.

As part of the team, you will be supported by specialist consultants in the areas of continence, dementia, diabetes and wound management to achieve client centred goals.

Responsibilities and Accountabilities

Key Responsibilities

- Facilitate nursing care to clients in their home within scope of practice
- Safely drive a vehicle provided by the Bendigo health service according to organisation policy, maintaining equipment provided
- Comprehensively assess health status of eligible clients and, with client involvement, develop a supportive care plan that facilitates client empowerment and commitment to active participation in their healthcare
- Assist clients to attain/maintain an optimum level of health and independence based on the principles of wellbeing and reablement
- Offer support, information and health education that is culturally relevant to clients and relatives/carers
- Maintain and record relevant information in client files (RCP), and prepare necessary reports and documentation
- Liaise with relevant staff, General Practitioners, and local service providers to ensure continuity of care and collaboration for clients and their carers
- Work co-operatively as part of a multidisciplinary team recognising expertise and contribution of all team members, collaborating in treatment and referral to other relevant services as necessary
- Actively participate in case conferences with other members of the team, assisting in decision making regarding treatment goals and care plans as required.

- Assist in the supervision and evaluation of undergraduate, graduate and postgraduate nurses when required
- Active involvement in departmental meetings
- Participate in staff development and training as required
- Participate in the orientation of staff as directed by the Manager or delegate
- Participate in service development and quality improvement as required
- Other duties as determined by manager or supervisor

Key Selection Criteria

Essential

1. Registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA)
2. Current, unrestricted driver's licence
3. Demonstrated ability to deliver high-quality nursing care in complex and changing environments
4. Strong communication skills across staff, clients, community, and professional groups, including conflict management
5. Knowledge of services and funding models supporting clients at home, with the ability to make appropriate referrals
6. Ability to work collaboratively in a team, while also being self-directed, motivated, and effective in time management
7. Positive, professional, and client-focused approach, with skills in innovation, problem-solving, negotiation, persuasion, and use of IT systems (including troubleshooting)

Desirable

8. Minimum of 3 years' experience in nursing, post registration, in a clinical environment with recent experience in a community nursing setting
9. Advanced clinical skills in chronic wound management, catheter management (IDC and SPC), diabetes management and medication support in the community
10. Postgraduate Studies within Community Nursing and or Gerontological 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.