

Position Description

Position Title	Registered Nurse
Position Number	30025876
Division	Clinical Operations
Department	Surgical Services
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Classification Description	Registered Nurse Grade 2
Classification Code	YP3 – YP9
Reports to	Nurse Unit Manager, Cardiac Catheter Laboratory
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

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 Clinical Operations Division

The Clinical Operations Division encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health Services.

Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

The Cardiac Catheter Laboratory Team

The team is part of Bendigo Health's Surgical Services Department.

The Cardiac Catheter Laboratory is located within the Interventional suite on Level 1, of the New Bendigo Hospital. The Cardiac Catheter Laboratory consists of 2 hybrid theatres and a 10 bed recovery space.

Bendigo is fortunate to have numerous cardiologists and the cardiac catheterisation laboratory provides the facility for diagnosis and treatment of many different types of heart disease. Ischaemic heart disease, angina, heart attack, acute coronary syndromes, heart failure, electrical disorders of the heart, pacemakers, defibrillators and valvular disorders of the heart.

The Cardiac Catheter Laboratory provides a 24/7 STEMI service to the Loddon Mallee area. More than 1300 elective and emergency procedures are completed yearly. Diagnostic coronary angiograms, pacemaker insertions for day stay and multi day stay patients. The Cardiac Catheter Laboratory provides other emergency services, including temporary pacing wire insertion, pericardial aspiration and intra-aortic balloon pump insertions. It also provides transoesophageal echocardiograms and tilt table testing.

Specially trained nursing staff, cardiac and medical imaging technologists work together with our cardiologists to provide the service, with the team conducting: preadmission; procedural; recovery and discharge, medical, nursing and interdisciplinary care for patients. Cardiac Catheter Laboratory nurses are required to adapt quickly to emergency situations which can take place at any time during a 24 hour period seven days a week.

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The registered nurse is responsible for the safe and efficient delivery of nursing care to patients and families within a multidisciplinary framework. They must ensure that the wellbeing of the patient and family is the focus without prejudice. This includes assessment, planning and implementing care in consultation with the team leader/shift manager.

The registered nurse provides assistance to colleagues on a daily basis and more broadly on the vision and values of Cardiac Catheter Laboratory team.

Professional accurate and thorough documentation is expected with a commitment to the ISBAR handover process as a basis. Ensure communication is clear and concise.

The successful applicant should:

- Be willing to be part of a hardworking, close knit, multi-disciplinary team

- Provide excellent care to patients
- Be prepared to learn new skills and extend your knowledge
- Participate in our on call STEMI service once trained.

Responsibilities and Accountabilities

Key Responsibilities

- Function in accordance with legislation, conducting practice within a professional and ethical framework to deliver care that protects the rights of individuals and groups.
- Ensure all patients, clients, visitors and staff are treated with respect, dignity and courtesy in an environment that is free from harassment and discrimination.
- Collaborate with multidisciplinary team members to achieve desired health outcomes for patients.
- Mentor or preceptor staff as directed by the Nurse Manager or shift manager
- Assume rotation into senior roles when delegated or required to do so, based on the level of educational preparation and competence.
- Consider the costs and budget implications in relation to work practices and consumables related to patient care.
- Demonstrate a commitment to organisational change and quality improvement.
- Assume accountability and responsibility for providing a high standard of direct patient care through assessment, planning, implementation and evaluation of outcomes.
- Accept accountability for own actions and seek guidance from senior nursing staff when limited by own level of expertise.
- Practice within policy and procedural guidelines, including comply with health service policy regarding uniform, punctuality, annual leave and ADO liability.
- Promote and support the mandatory competency framework for the clinical unit ensuring compliance issues are addressed within an agreed timeframe.
- Promote and maintain an environment of teamwork and professionalism.
- Work within the “Delegations of Authority” consistent with the role.

Generic Responsibilities

Code of Conduct - The Victorian Government’s Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee’s employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health’s policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health’s OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health’s infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff. 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 with AHPRA (Australian Health Practitioner Regulation Agency) as Registered Nurse
2. Recent clinical experience (past 12months) in an acute nursing setting
3. Ability to operate effectively in an environment of change
4. Sound interpersonal and communication skills with a strong customer-focus.
5. Demonstrated commitment to ongoing professional development and motivation to acquire new skills and knowledge
6. Demonstrated ability to contribute to and practice collaboratively as part of a multidisciplinary team

Desirable

7. Demonstrated clinical knowledge and skills for Cardiac Catheter Laboratory
8. Ability to conduct clinically sound assessments, problem solve effectively and demonstrate a high level of organisational skills
9. Knowledge of and experience in quality improvement activities

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. 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.

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.