

# Position Description

Position Title	Registered Nurse
Position Number	30100518
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Psych Nurse Gr2 Yr2 to Gr2 – Yr8
Classification Code	NP21 - NP70
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>

## 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

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 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 Psychiatry Extended Care Unit**

The team is part of Bendigo Health's Mental Health Department.

A 20 bed secure inpatient unit providing medium to long term inpatient treatment and rehabilitation for patients who experience unremitting and severe symptoms of a mental illness for persons aged 18 to 65 years. The ECU is the preferred area for those patients with a serious mental illness, who have unremitting symptoms together with significant disturbance of behaviour which inhibits the patient's capacity to live in the community and requiring intensive rehabilitation that cannot be undertaken in a community setting. Admission to ECU is contingent on the referred patient having a significant mental illness and an enduring psychosocial disability, with identified treatment and rehabilitation needs that cannot be met in a community setting due to behaviour disturbances which pose a significant risk to themselves or others.

## **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.

All units are staffed by a multi-disciplinary team made up of Psychiatrists, Medical Officers, Nursing staff, Occupational Therapists, Carer & Consumer roles and Social Workers, incorporating aspects of the Safewards model utilising the associated interventions.

## **Responsibilities and Accountabilities**

## Key Responsibilities

Assist in the planning, delivery and evaluation of a high standard of nursing care in consultation with the health care team, patients and carers.

To provide safe customer-focussed patients care in a multidisciplinary environment.

Provide effective communication so as to include the patients' carers and the multi-disciplinary team in the immediate and ongoing health care.

Assess the need for and provide health education for patients and their *carers*.

Refer relevant and important issues to the Senior Nurse on duty or other health care team members.

Provide leadership and direction and act as a positive role model, providing mentorship / preceptorship to less experienced nurses, including graduate nurses and under-graduate nursing students.

Undertake (nursing) mental state, social state and physical assessments of patients, which will assist with recommendations for formulation of Individual treatment/recovery plans.

Ensure the accurate documentation of client records during the shift.

## 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

#### Qualifications / Certificates

1. Current registration as a Registered Nurse with APRAH (Australian Health Practitioner Regulation Agency)
2. Post graduate diploma, or working toward, in mental health and/or related field

#### Specialist Expertise

1. Knowledge and an understanding of the Mental Health and Wellbeing Act 2022 and other relevant legislation and their application to clinical practice
3. Proven ability to liaise and consult with relevant family members, team members and a broad range of health professionals and community agencies

#### Personal Qualities, Knowledge and Skills

4. Well-developed verbal, written, interpersonal, communication and computer literacy skills and knowledge
5. Demonstrated evidence of and a commitment to ongoing professional development and compliance with all Bendigo Health mandatory training requirements

### Desirable

6. Awareness and understanding of the Safewards model and applying this to practice
7. A personal approach which is positive, enthusiastic, friendly and helpful

8. A willingness to learn and flexibility to operate in an environment of change and continuous improvement

## 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 the Bendigo Health's various infection control policy and procedures. All staff are required to have a current influenza vaccination 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.

**Drivers Licence** A current Victorian driver's licence is required for this position.

*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.*