

POSITION DESCRIPTION

Position:	Graduate Nurse – BRHS		
Division:	Quality and Education	Level of Authority: (as per BRHS Instrument of Delegation)	General Staff
Department/Unit:	According to rotations allocated for Graduate Nurse Program		
Reports To:	Nurse Unit Managers		
Direct Reports:	N/A		
Enterprise Agreement:	Nurses and Midwives (Victorian Public Health Sector)(Single Interest Employers) Enterprise Agreement 2020-2024 <i>and subsequent agreements as may be approved in accordance with Fair Work legislation during the course of employment.</i>		
Salary Range:	Grade 2, Year 1, \$67,527.2 per annum (pro rata if part time), plus superannuation in accordance with statutory regulations and salary packaging.		

BAIRNSDALE REGIONAL HEALTH SERVICE

Bairnsdale Regional Health Service (BRHS) is a multifaceted and growing regional health system providing a comprehensive array of health care services to the East Gippsland community. BRHS is driven by our mission to provide quality health and well-being services that deliver the best possible health outcomes to our community.

Three campuses in Bairnsdale provide opportunity for staff and students across a wide range of professional specialties including emergency, acute, sub-acute, maternity, residential aged care, allied health, community health, oral health, information technology, administration, finance and extensive support services. As the region's largest employer, BRHS is a magnet that attracts talented professionals to the region, and maintains a strong commitment to developing key strategic partnerships to enhance healthcare services in the region strengthening our community.

We maintain a strong commitment to understand the health service needs of the local population. Our fundamental commitment to partnering with our consumers through ongoing collaboration supports our delivery of great consumer experience and health outcomes.

BRHS is located on the lands of the Gunaikurnai people. Find out more about BRHS [here](#)

DEPARTMENT

During the Graduate Nurse Program, graduate nurses will experience two rotations across the Health Service. Rotations will include one acute rotation and the possibility of one specialist rotation that is of interest to the graduate.

Potential areas available for rotations include:

Tambo Medical/Surgical ward, Flanagan Rehabilitation Unit, Aged Care and the Rotamah ward which includes medical, palliative care, paediatrics and midwifery (dual degree graduates only). Speciality rotations include Perioperative, Emergency, Medical Imaging and Dialysis. There is additionally an opportunity for two (2) graduates to rotate to Gippsland Lakes Community Health (GLCH).

POSITION OBJECTIVE

The Graduate Nurse Program aims to facilitate the transition from student to competent, confident, accountable and professional Registered Nurse. The Registered Nurse will strive to meet the needs of the community, the aims of the organisation and support colleagues and in a proactive and positive manner using principles of Evidence Based Practice to deliver high quality patient care and service delivery.

ORGANISATIONAL INFORMATION

Our mission:

To provide quality health and well-being services that deliver the best possible health outcomes to our community.

Our purpose:

To improve the lives of our patients, their families and our community.

Our principles of care

We are committed to providing the highest level of treatment to the people of East Gippsland, delivered with care and compassion for every individual, every time.

1. Quality

A quality service achieves positive outcomes. We are committed to finding the best possible solutions for our community's health challenges.

2. Integrity

We consistently adhere to principles of professionalism and follow through on our promises with care and accuracy. We can be relied upon and trusted.

3. Communication

We listen. Effective communication will help to ensure the best level of care is provided to patients, and clinical outcomes are optimised.

4. Kindness

Our people are our community; patients, carers, staff and volunteers. They are the heartbeat of our service. We treat each other with respect, empathy and compassion.

Our focus 2022-2026

1. Excellence in the care we provide
2. Investing in our people
3. Future proofing our resources
4. Collaboration for value generation

RESPONSIBILITIES & ACCOUNTABILITIES

Primary Responsibilities

- Assess, plan, implement and evaluate patient centered approach to care in a competent, compassionate manner.
- Actively participate in finding solutions to identified problems, using initiative and consultation with the nurse in charge where appropriate.
- Respect all patient/clients confidentiality, privacy and inherent rights.
- Take appropriate action where the health and wellbeing of the patient/client is threatened.
- Record and communicate to the Nurse in Charge, matters related to changes in the general and specific condition of the patient.
- Work at all times within the current policies and guidelines and incorporate the BRHS principles into nursing practice.
- Accept professional accountability within the legal and ethical parameters relevant to the patient setting.
- Share knowledge gained through experience and education and act as a resource to others commensurate with your knowledge and experience.
- Gain further knowledge of and have a commitment to continuous quality improvement and best practice.
- Work collaboratively within a multidisciplinary team environment and autonomously as required.
- Attend all study days and submit all required assessments of the graduate program.
- Actively participate in completing rotational appraisals.
- Undertake other duties as required by the Manager/Team Leader that are within the scope and skill consistent with the position.

Strategic Imperatives

- Demonstrate an awareness and understanding of BRHS' strategic plan and contribute to the team's work plan to achieve organisational goals.
- Ensure all work practices comply with current BRHS policies, procedures and/or guidelines.
- Be familiar with the organisation's principles of care and demonstrate alignment to these in your day to day practice.
- Demonstrate an awareness and compliance with the BRHS Consumer Engagement strategy to foster person-centred practice.
- Adopt and maintain a progressive and evidence-based approach to service delivery.

Professional Development

- Actively engage in the annual performance review and development appraisal with direct supervisor.
- Maintain professional competencies and registration (if applicable) and undertake relevant professional development, continuing education and training.
- Ensure completion of mandatory competencies (both organizational and profession-specific).

Work Health and Safety

- Regularly monitor and review personal work practices and the environment to ensure a healthy and safe workplace in accordance with BRHS policies/procedures and legislative requirements.
- Adhere to Occupational Health and Safety, Equal Employment Opportunity, Emergency Management, Waste Management, Environmental Sustainability and Infection Control policies and legislation.
- Proactively report OH&S hazards, incidents and injuries to supervisor.

Quality and Risk Management

- Actively participate and contribute to quality improvement activities, by identifying and making recommendations on opportunities to improve processes, workplace health and safety, quality and service delivery outcomes.
- Adhere to BRHS incident and complaint investigation policies and procedures.
- Manage risk in daily work practices.
- Adhere to all organisational policies and procedures.
- Ensure a good knowledge of policies relating to reportable conduct, child safe standards and hospital response to family violence.

Information and Resource Management

- Understand the purpose of, and be able to use client/corporate records systems and common software applications confidentially and appropriately
- Prepare documentation using clear, concise and grammatically correct language appropriate to the role and service requirements.
- Record and maintain accurate and timely data as directed to meet relevant funding and policy requirements.
- Work within budget requirements and use resources appropriately.
- Comply with record and information management requirements in accordance with relevant BRHS policies and guidelines.
- Ensure information relating to patients/clients and colleague's is kept private and confidential at all times in accordance with BRHS policy and procedures.

Communication and Teamwork

- Actively participate in team meetings, staff forums and other meetings relevant to the role, and as required by supervisor.
- Work in a co-operative and collaborative manner with all team members to foster a positive and supportive work environment and person-centred service provision.
- Provide guidance and support to students and staff in your work area to contribute to a valuable and constructive learning experience.

Diversity and Inclusion

- Support an inclusive environment where all individuals are treated fairly, with respect and receive the same opportunities.
- Actively participate in developing cultural competence including an awareness and understanding of the diverse range of cultures and backgrounds, including Aboriginal and Torres Strait Islander people, members of the LGBTIQ community and people with a disability.

POSITION REQUIREMENTS

Position Requirements	
Satisfactory National Police Check (no older than 12 months) <i>Certificate must be provided prior to commencement.</i> <i>National Police Check is required to be renewed every 3 years at the employee's expense.</i>	Required
Satisfactory Working with Children Check <i>Evidence of application must be provided prior to commencement.</i> <i>Working with Children Check is required to be renewed every 5 years at the employee's expense.</i>	Required
Satisfactory Health Declaration (BRHS will provide documentation for completion) <i>Completed document must be provided prior to commencement.</i>	Required
Immunisation History (BRHS will provide documentation for completion) <i>Completed document must be provided prior to commencement.</i> <i>Participation in the annual influenza vaccination program by 15th August each year is a requirement.</i>	Required
Evidence of COVID-19 vaccination <i>Proof of full vaccination must be provided prior to commencement. (Eg Certificate from myGov record) in accordance with Department of Health guidelines</i>	Required
Evidence of Professional Registration	Required
Evidence of Professional Qualification	Required
Valid Victorian Driver's Licence	Required
Valid Trade Licence	Not required
Undertake Health monitoring as per BRHS Cytotoxic Drugs & BCG Instillations policy). Mandatory to occur prior to commencement and when required during employment	Not required
Typical Work Schedule	
This position is worked as required across 7 days per week Availability to work a variety of shifts is required.	

KEY SELECTION CRITERIA

Bairnsdale Regional Health Service is an equal opportunity employer. Our four "principles of care" guide us to assist achieve our mission, purpose and goals. Selection will be based on assessing demonstrated alignment with the skills, qualifications, knowledge, principles of care and other personal qualities required to carry out the role effectively.

Qualifications and Experience

- Recent completion or near completion of Bachelor of Nursing or Bachelor of Nursing/Bachelor of Midwifery degree. The gap from completion date to commencement date cannot be longer than 12 months
- Registration as a Registered Nurse and/or Midwife or pending registration with AHPRA

Skills, Knowledge and Attributes

1. Demonstrated knowledge in the steps required to provide safe, professional, person-centred care.
2. Sound interpersonal and communication skills.
3. Ability to recognise and respond to a patient / resident whose condition is deteriorating.
4. Ability to contribute appropriately within a high functioning team.
5. Demonstrated ability to both receive, accept and pro-actively act on feedback regarding one's own performance and to professionally and appropriately deliver feedback to other team members.

JOB DEMANDS CHECKLIST

POSITION DESCRIPTION

Bairnsdale Regional Health Service endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions:	
I = Infrequent	Activity may be required very infrequently
O = Occasional	Activity required occasionally, not necessarily all shifts
F = Frequent	Activity required most shifts, up to 50% of the time
C = Constant	Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods
N/A = Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Sitting	Remain seated to perform tasks		x	X		
Standing	Remain standing to perform tasks			x	X	
Walking	Periods of walking required to perform tasks			X	x	
Bending	Forward bending from waist to perform tasks			x	X	
Kneeling	Remaining in a kneeling position to perform tasks	X	x			
Lifting/Carrying	Light lifting and carrying			X		
	Moderate lifting and carrying		X			
	Assisted lifting (mechanical, equipment, person assist)	X	x	X		
Climbing, Working at Heights	Ascending and descending ladders, stools, scaffolding					X
Pushing/ Pulling	Moving objects e.g. trolleys, beds, wheelchairs and floor cleaning equipment			X		
Reaching	Arms fully extended forward or raised above shoulder			X		
Crouching	Adopting a crouching posture to perform tasks		X			
Foot Movement	Use of leg and/or foot to operate machinery	X	x			
Head Postures	Holding head in a position other than neutral (facing forward)		x	X		
Fingers/Hand/ Arm Movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding		x	X		
Grasping/Fine Manipulation	Gripping, holding, clasping with fingers or hands			X		
Driving	Operating a motor powered vehicle e.g. Use of hospital cars, deliveries, visiting clients, tractor, ride on mower, forklift, bus etc.			X		

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Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, depressed. E.g. Emergency or grief situations		x	X		
Aggressive/ Unpredictable People	Raised voices, yelling, swearing, and arguing. E.g. Drug/alcohol, dementia, mental illness		X	x		
Exposure to Distressing Situations	E.g. Child abuse, delivering bad news, viewing extreme injuries, viewing deceased		x	X		
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures	X	x	x		
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)	x	x	x	X	
Noise	Environmental/background noise necessitates people raising their voice to be heard	X	x			
Biological Hazards	E.g. Exposure to body fluids, bacteria, infectious diseases requiring PPE			x	X	
Cytotoxic Materials	Handling and/or preparation of cytotoxic materials	x	x	x		
Radiation	Working with radiologic equipment	x	x			

AUTHORISATION

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

X

Employee signature
Date

X

Employee name (Printed)

Bairnsdale Regional Health Service is a smoke free workplace

DOCUMENT CONTROL

Bairnsdale Regional Health Services reserves the right to review and amend this document at its discretion.

Reviewed by Manager	Date: 30/04/2024	Updated: <input checked="" type="checkbox"/>	No Update required: <input type="checkbox"/>
Approved by General Manager/Executive:	Date:	Name: Maree Fellows, EAS	

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