



Swan Hill
District Health
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

GRADE 2 REGISTERED NURSE - EMERGENCY

Permanent Full Time / Permanent Part time Positions Available

Swan Hill District Health are seeking applications from experienced and motivated Grade 2 RN's to join our dedicated team.

We take pride in our Emergency Nurses who have a strong clinical understanding and the ability to collaborate effectively with an inter-professional team to ensure patients can receive the highest quality care. If this sounds like a team you would like to be a part of, we strongly encourage you to apply.

Successful applicants will have:

- Minimum 3 years experience as a Registered Nurse in an Emergency Department or Acute Care
- Clinical Skills and experience relevant to emergency/acute nursing
- AHPRA Registration
- ALS qualification is desired but not essential
- Flexibility to work full time across a rotating 7-day roster
- Motivated, energetic and works well under pressure
- Well Supported team environment with strong educational programs
- Supportive professional development guided by Clinical Nurse Educators
- Excellent communication and documentation skills

About Swan Hill District Health:

Work/life balance is of the utmost importance to us here at Swan Hill District Health. We provide a dynamic workplace with generous Employee Benefits and re-location assistance to successful applicants.

Attractive benefits offered by the organisation include:

- Well supported team environment and Professional development and education programs
- Promote professional development
- Exposure to all aspects of emergency nursing
- Salary packaging,
- Employee Assistance Program,
- Flexible rostering

About Swan Hill:

Swan Hill is located in rural Victoria approximately 3.5 hours from Melbourne. Swan Hill is a safe place where you will be greeted with a warm smile from our friendly local community. Located on the Murray River, it is a fisherman's dream, and for those with a love of water sports and skiing, pictures Lake Boga is only a 15 minute drive. Swan Hill also boost one of Victoria's premier golf and country clubs at Murray Downs, perfect for golfing enthusiasts.

For more information?

Please contact Kath Curran, A&E NUM on 03 5033 9367 or email: kcurran@shdh.org.au for further information on these positions.

Applications will only be accepted if they contain a CV, Application for Employment form and Cover Letter addressing the Key Selection Criteria. Please forward Applications to:

Aboriginal and Torres Strait Islander people are encouraged to apply

Position:	Registered Nurse
Classification:	Grade 2 (YP3 – YP9)
Department:	Emergency Department
Reports to:	Nurse Unit Manager
Position Summary:	The emergency department registered nurse is recognized as a responsible and accountable health professional who works with an interdisciplinary team to provide care to patients and support to their families in the emergency environment. They must have good levels of communication and attention to detail
Responsibilities:	<p><u>Patient Care:</u> <i>Outcome:</i> Clinically appropriate care is delivered in a therapeutic environment by competent professionals who comply with all legal and organisational requirements.</p> <p><i>Performance Indicators:</i></p> <ul style="list-style-type: none"> • Nursing assessment and documentation which is timely, complete and accurate. • Involvement of patients and their relatives/carers in planning care and formulating outcomes relating to the episode of care. • Provides direct care to patients according to triage classification. • Participates in a team based approach to patient care. • Demonstrates involvement in continuing clinical education for self. • Promotes evidence based clinical practice. • Interacts positively with patients/carers to enhance the therapeutic relationship. • Applies the principles of “No Lift” in the care and transfer of patients. • Liaises with Ward Staff to ensure appropriate and timely transfer of patient for ongoing care. <p><u>Management:</u> <i>Outcome:</i> The Unit is managed in an efficient and effective way to optimise outcomes for patients.</p> <p><i>Performance Indicators:</i></p> <ul style="list-style-type: none"> • Participates in all relevant department meetings and represents unit/department as required/requested by the Nurse Unit Manager. • Participates in collaborative rostering, which is cognitive of organisational, industrial and individual staff requirements. • Liaises with other multidisciplinary organisations to enhance patient care. • Assumes responsibility for particular portfolio(s) within the department and reports actively to all nursing staff as required.
Key Selection Criteria	<ul style="list-style-type: none"> • Minimum 3 years’ experience in Emergency or Acute settings • ALS competency • Demonstrated ability to work well under pressure • Dedication to professional development • Team player that will work cohesively to ensure best patient outcomes

	<ul style="list-style-type: none"> • Demonstrated attention to detail • Demonstrated ability to work independently and collaboratively with clients, carers and the multidisciplinary team and services across the continuum. • Current National Police Record Check • Current “Working with Children Permit” • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunization for all vaccine preventable illnesses.
Salary/Award:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2021-2024.
Infection Control:	<ul style="list-style-type: none"> • Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
Continuous Quality Improvement:	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols
Person Centered Care:	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered.</p>
Our Purpose:	<p>Connected Care / Best Experience</p> <p>SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.</p>
Privacy and Confidentiality:	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility to adhere to SHDH’s Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	<p>RESPONSIBILITIES: It is the responsibility of every staff member to:</p> <ul style="list-style-type: none"> • Take reasonable care for your safety and the safety of others while at

	<p>work.</p> <ul style="list-style-type: none"> • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates:	June 2005, March 2011, May 2018
Current:	Revised Feb 2022
Managers Name:	Kath Curran
Managers Signature:	
Employees Name:	
Employees Signature:	



The Application for Employment form is required to be submitted with the following documents:

- Covering letter in support of application
- Response to Key Selection Criteria
- Applicants Curriculum Vitae

Position Applying for	
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General Information

Name			
Address			
Contact	<u>Home phone</u>	<u>Mobile</u>	<u>Email</u>

Are you of Aboriginal/Torres Strait Islander Origin? No Aboriginal Torres Strait Islander
(This question is voluntary)

Do you wish to be identified under this category? Yes No

Are you an Australian Citizen or Permanent Resident: Yes No Date of Grant/...../.....

If no, what is your current Visa Status – Visa type _____ Expiry date/...../.....

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? Yes No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.*)
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? Yes No

If **Yes**, please provide details:

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice: - (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**/...../.....

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:

Email address: employment@shdh.org.au

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585