



Swan Hill
District Health
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Registered Nurses - Perioperative Services **Full-time / Part time / Casual term available**

An opportunity has become available for a suitably qualified and experienced Registered Nurses to join our Perioperative team. We are seeking a dynamic and enthusiastic nurses with a solid Perioperative knowledge and a passion to work in busy multi-disciplinary theatre environment.

With three General surgeons and visiting surgeons from six different specialties, we cover a surgical variety to consolidate or expand current Perioperative skill.

A great lifestyle awaits the successful applicant with no regular weekend or public holiday work (excluding on-call).

You will bring to the team:

- Exceptional clinical skills and adherence to safe work practices
- Demonstrated knowledge of the Healthcare Guidelines, Standards & Regulations, OHS, Infection Control and their impact on delivery of care
- The ability to work independently and within a multi-disciplinary team
- An enthusiastic approach in the delivery of a high standard nursing care
- Delivery of evidence based nursing care
- Skills to Liaise and work with the surgeons, anaesthetists and dental assistants
- Monitoring/evaluating patient recovery
- Identifying and addressing complications
- Ensure patient and staff safety

About You:

- Current AHPRAH registration
- Post graduate qualification in peri-operative Nursing or broad experience in Operating Suite essential.
- Demonstrated people skills highly desirable.
- Anaesthetic skill highly desirable
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2022 Flu Vaccination, Serology evidence of immunisation status

About us: Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. Our vision at, Swan Hill District Health, is to provide clear, connected care, best experience for our community

SHDH is a compassionate, family friendly employer where every employee is a valued team member.

Inclusive of a perfect work/life balance, SHDH also provides:

- ◆ A dynamic workplace
- ◆ Free onsite car parking
- ◆ Salary Sacrifice/Packaging
- ◆ Discounted Corporate gym memberships
- ◆ Professional Development opportunities
- ◆ Employee Assistance Program

To apply for this position, email the completed Application for Employment form, Cover letter, CV and response to the key selection criteria to employment@shdh.org.au.
You will find the full position description containing the key selection criteria & application for employment form in the attached documents.
Swan Hill District Health reserves the right to commence interview immediately upon receipt of applications.

Enquiries about this role can be directed to Lesley Finch, Acting Perioperative Manager, Ph: (03) 5033 9267 or E: LFinch@shdh.org.au

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability.

Position:	Registered Nurse – Perioperative Services
Classification:	RN Gr 2, YP3 – YP9
Department:	Perioperative Services.
Reports to:	Nurse Unit Manager – Perioperative Services.
Position Summary:	<p>The Registered Nurse is responsible and accountable for nursing care delivered within the Perioperative environment as determined by the operating theatre, pre-admission clinic, post anaesthetic care unit and surgical services.</p> <p>Perioperative nurses can specialize into two different specialities scrub/scout or anaesthetic and recovery room. At Swan Hill District Health, we have a mixture of all-rounder perioperative nurses or either scrub/scout nurses or anaesthetic/recovery room nurses.</p>
Responsibilities:	<p>Nursing Care:</p> <ul style="list-style-type: none"> Assess, plan, organize, evaluate and deliver nursing care within the peri operative services area in accordance with the ethical and legal requirements of the AHPRA, Australian Council of Operating Room Nurses and SHDH and unit policies and procedures. Ensure a safe environment for patients, staff and others affected by peri operative nursing practice. Practice nursing within the limits of professional knowledge and expertise in accordance with safe peri operative nursing practice. Seek support and assistance as required and work effectively as a member of the peri operative nursing team to provide for the patient's needs and to ensure a high standard of patient care. Contribute to a positive culture that facilitates effective patient outcomes within a dynamic environment. Participate in decision making in relation to day to day operations and clinical care. Participate in the on-call roster to ensure a safe service is available outside of usual operating hours. <p>Administration:</p> <ul style="list-style-type: none"> Refer complex matters to the NUM/ANUM including issues outside of policy and procedure and unusual care requirements Accept bookings and liaise with the surgical team to ensure efficient use of operating room time and other resources Deputies for the NUM/ANUM as required. <p>Utilize effective oral and written communication within a multidisciplinary team environment regarding patient treatment, care and progress to ensure optimal care and positive professional relationships.</p>
Key Selection Criteria	<p>Essential:</p> <ul style="list-style-type: none"> Registered Nurse (division 1) with AHPRA. Understanding of evidence-based nursing theory and practice. Knowledge and understanding of National Standards and Accreditation. Well-developed interpersonal and communication skills. Experience in operating theatre and/or anaesthetic and post anesthetic care nursing. Computer literacy Current National Police Record Check

	<ul style="list-style-type: none"> • 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. <p><i>Desirable:</i> Post graduate peri operative nursing qualification, working towards same or willingness to undertake</p> <p>Immunisation</p> <ul style="list-style-type: none"> • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers)
Salary/Award:	Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer 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>
Child Safety:	<p>All children have the right to feel and be safe. Keeping children safe is everyone’s responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them.</p> <p>SHDH have zero tolerance to child abuse.</p> <p>Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.</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 work. • 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:	January 2014, January 2016, January 2018 February 2020, JULY 2021, Sept 2021 Feb 2022
Current:	August 2023
Managers Name:	NUM Perioperative Services
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

General Information

Name

Address

Contact

Home phone

Mobile

Email

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