



**Swan Hill
District Health**



Inclusive

Compassionate

Progressive

Accountable

Associate Director of Nursing (ADON) Jacaranda Lodge -1.6 FTE

A Fulltime/Parttime position is available for an ADON to join our enthusiastic team of Health Professionals in Jacaranda Lodge at Swan Hill District Health.

The Position -As ADON, you will champion the delivery of safe, high-quality, person-centered care. You will play a key leadership role, supporting staff, guiding clinical practice, and fostering a culture of continuous improvement. Your responsibilities will include:

- Providing clinical leadership, supervision, and expert guidance to nursing and care staff
- Ensuring the highest standards of care and safety for residents
- Contributing directly to individual clinical care when required
- Creating a positive, supportive, and productive workplace culture
- Leading performance development, training, and safe work practices
- Driving quality improvement and excellence in aged care service delivery

Key Selection Criteria:

- AHPRA Registered Nurse.
- Five years post graduate experience as a RN.
- ADON in Residential Aged Care or previous DON/NUM experience
- Relevant post graduate clinical and/or tertiary management qualifications highly regarded.
- Well-developed communication and interpersonal skills and ability to articulate clear decision-making processes.
- Understanding of principles of financial management and ability to maximize Commonwealth revenue through timely and accurate ANAAC claims.

Attract Connect Stay; moving for this job? At SHDH our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life. Because we want you to stay.

About Swan Hill District Health: 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

To apply for this position please email your completed Application for Employment Form, Cover letter, CV and Responses to the Key Selection Criteria, to employment@shdh.org.au. You will find the documents required on our website – Vacant positions

Applications close: 13th march 2026

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| Position: | Associate Director of Nursing (ADON) |
| Classification: | ZB7 (NM 5D) |
| Department: | Jacaranda Lodge |
| Reports to: | Director of Nursing– Jacaranda Lodge |
| Position Summary: | The ADON of Jacaranda Lodge is responsible for the safe care of all the consumers who live in the home, and the staff who work there. This role has a focus on the provision of Safe and Quality care for all consumers using a Continuous Quality Improvement lens at all times. ADON positions are minimum 0.5EFT. |
| Responsibilities: | <p><u>Management:</u></p> <ul style="list-style-type: none"> • Provide a safe and comfortable home for the individual’s who choose to live in this unit, and the staff who work there. • Provide leadership and direction to individual’s consumer families, staff, volunteers and community members within the unit. • Monitor care uses evidence based practice methods. • Co-ordinate all management within the unit to ensure compliance with standards and expected care outcomes. • Monitor and audit to assess legislative compliance. • Assess and evaluate staff competence utilising performance appraisal process, and performance management if underperforming. • Support staff to grow and thrive within the role of their work in the unit. • Contribute to overall budget management particularly in accuracy of ANAAC assessment and staff rostering. • Manage the rostering, staff replacement, leave approval and fortnightly pays, ensuring rosters are published by Clinical Admin within the required timeframe. • Liaise with all members of the Health Care Team, to ensure a holistic approach to care provision for each consumer. • Reinforce and model organisational values to all staff to ensure conformity and compliance. • Maintain unit equipment and identify replacement/additional items in line with organisational priorities. • Ensure all supporting documentation is current, complete and submitted in a timely manner for Aged Care Accreditation and ANAAC validation purposes. • Participate in the recruitment and retention of suitably qualified staff to ensure all consumer care and unit functions are met. • Chair, attend and contribute to meetings as appropriate. <p><u>Clinical Care:</u></p> <ul style="list-style-type: none"> • Provide direct consumer care as required and clinical supervision and advice to Nursing and other care staff on consumer care issues, and participate in clinical care of consumers as required. • Ensure a creative, dynamic, productive and safe working environment by providing direction, managing performance, identifying training and development opportunities and implementing safe and effective work practices. <p><u>General:</u></p> |

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| | <ul style="list-style-type: none"> • Demonstrate initiative, effective communication and delegation skills. • Maintain currency of nursing practice through literature, study days and membership of professional organisation. • Role model appropriate professional behaviours and practice. • Work with peers and colleagues for information sharing and support. <p>Please note this is not a</p> |
| Key Selection Criteria | <ul style="list-style-type: none"> • AHPRA Registered Nurse. • Five years post graduate experience as a RN. • ADON in Residential Aged Care or previous DON/NUM experience • Relevant post graduate clinical and/or tertiary management qualifications highly regarded. • Well developed communication and interpersonal skills and ability to articulate clear decision making processes. • Understanding of principles of financial management and ability to maximise Commonwealth revenue through timely and accurate ANAAC claims. • Current National Police Record Check. • Current "Working with Children Check". • Current Worker Screen Check. • NDIS Worker Screening Check • 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 immunisation for all vaccine preventable illnesses. |
| Salary/Award: | Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Agreement. |
| First Nations: | Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water. |
| 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: | 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 |

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| | <p>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 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 their safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system. • Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their 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: Current: | August 2021, Feb 22, Oct 2022 Jan 24, Feb 2026 |
| Managers Name: | |
| 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