



Inclusive

Compassionate

Progressive

Accountable

Refugee Health Nurse

(Part-time 0.5EFT)

An exciting opportunity exists for a **Refugee Health Nurse** to join our professional and committed workforce at Swan Hill District Health. This is a part time ongoing position of 0.5EFT.

The Position

The Refugee Health Nurse (RHN) is part of the Refugee Health Nurse (RHN) Program which aims to increase refugee and asylum seeker access to primary health services, improve the response of health services to refugee and asylum seekers needs and enable individuals, families and the refugee communities to improve their health and wellbeing. The role of the RHN is to work collaboratively with other health and welfare providers and the community, to provide assistance and support to newly arrived refugee and asylum seeker clients including referral to appropriate health services. The RHN will work as a member of the Community Health team, in the Division of Community Care at Swan Hill District Health.

You Bring

- Completion and experience as a Registered Nurse, see Refugee Health Nurse Position Description
- Current National Police Record Check
- Current Working with Children Check
- Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers)

Applications including the names of two referees should be forwarded to: People & Culture, Swan Hill District Health, PO Box 483, Swan Hill 3585, Victoria or email: employment@shdh.org.au

Enquiries about this role should be directed to Gayle Taylor, Community Health Senior Manager on Ph: (03) 5033 9337 or E: gtaylor@shdh.org.au

Applications will only be accepted if they address the Key Selection Criteria and include an **Application for Employment form** – all documents are located on our website <https://www.shdh.org.au/employment/> Email applications are preferred.

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.

Closing Date: Sunday 3 May 2026



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| Position: | Community Health Nurse – Refugee Health |
| Classification: | Community Health Nurse – (Victorian Health Services) Award or as appropriate within relevant award. |
| Department: | Community Health |
| Reports to: | Senior Manager Community Health |
| Position Summary: | <p>Community Health Nursing provides evidence based clinical care and education to clients and the broader community in areas relating to sexual and reproductive health, refugee health, diabetes education, breastfeeding support and other areas as identified through needs assessment (and within scope of practice). The focus is on person centered care in promoting wellness and illness prevention.</p> <p>The refugee health nurse assesses health needs, facilitate referrals, and provides information and support about the health system to newly arrived refugees and asylum seekers. The nurse works closely with local health service providers, internally and externally to meet the health needs of refugees and asylum seekers and build service access capacity.</p> |
| Responsibilities: | <p>Community Health nursing is a part of the overall Community Health Department which is responsible for undertaking primary prevention activities both within the organisation and the community. This work is informed and guided by the Ottawa Charter for Health Promotion with a focus on primary prevention activities that:</p> <ul style="list-style-type: none"> • Target populations rather than individuals and complement other prevention activities. • Address health and social inequities, and disparities of access. • Are evidence informed, consider difference in gender and culture, and take a planned approach. • Involve the community in determining and addressing the factors which impact on their health. • Adopt a strengths-based approach to empower communities and individuals. <p>Specific responsibilities of the role include:</p> <ul style="list-style-type: none"> • Conduct initial health and social needs assessments, care planning and case conferencing with new arrival clients (using current Medical Benefits Schedule Refugee Health Assessment tool as framework where appropriate). • Facilitate and coordinate client’s health care. This will involve liaising with services, schools and a wide range of health care providers. This may also require facilitating other health care providers’ access to interpreters and educating clients in transportation to the service. • Involvement of client (and carers) in decision making regarding their care and negotiate agreed plans of action. • Communication of assessment and treatment outcomes appropriately in medical history and to referral source, including provision of written reports to relevant external organisations as required. • Liaison with other members of the health care team and external providers such as Mallee Family Care, to provide a coordinated approach to patient care, including effective clinical handover and referral as required. • Identifying service gaps for refugee and asylum seeking clients and |

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| | <p>assisting in providing support and resources to programs to address these gaps.</p> <ul style="list-style-type: none"> • Providing a resource to clients, doctors and Swan Hill District Health (SHDH) staff in clinical matters and refugee issues and assisting health providers (including GP's and practice nurses) to build capacity to manage the needs of refugee and asylum seeker clients. • Provision of refugee health expertise as a presenter and participate in program development for client groups within the clinical and community setting. • Provide refugee health expertise or advice within the organisation, supporting SHDH to develop as a culturally responsive service, and to the broader community. • Provide health information and education of newly arrived clients as able including linking clients to general health education available. • Work within the Health Promotion team to provide health promotion interventions specific to this target group. • Support the supervision and education of the student placements, work experience students and volunteers, as required. • Actively participate in professional development and networking opportunities that support the RHN role. • Other duties and responsibilities as designated by the Department Manager. <p>Key Performance Indicators</p> <ul style="list-style-type: none"> • Effective delivery of evidence-based refugee health service and primary prevention activity. • Complete all administrative tasks efficiently and thoroughly. • Assist in meeting funding and service agreement targets and deliverables. • Contribute to quality improvement activities. • Demonstrate a commitment to ongoing personal and professional development. • Attend and contribute to departmental and other meetings as required. • Identify and deliver opportunities for consumer participation. • Understand and comply with safety, training and performance review requirements. |
| <p>Key Selection Criteria:</p> | <ul style="list-style-type: none"> • Current registration in the category of Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA). • Minimum of two years' relevant experience, post registration. • Demonstrated ability in understanding and practice of health promotion principles. • Ability to work well within a multi-disciplinary team and liaise with community members and agencies. • Excellent written & verbal communication skills including problem solving ability and computer literacy. • Demonstrated abilities in working independently, flexibility, initiative, time management and organisation skills. • A good knowledge of quality improvement and customer service. • Ability to undertake further training as required. • Current Working with Children's Check and National Police Check. • Current Victorian Drivers Licence. • 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>Desirable</p> <ul style="list-style-type: none"> • Experience in working with refugee clients. |

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| | <ul style="list-style-type: none"> • Previous experience in Health Promotion or Community Health. • Experience in public speaking and providing group education. • Diploma or Degree in Community Health Nursing, Health Promotion or Public Health. |
| Salary/Award: | Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise 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: | <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> |

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| 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: | May 2016, Dec 2018, Feb 2023, July 2024, September 2025 |
| Current: | December 2025 |
| Managers Name: | Gayle Taylor Senior Manager Community Health |
| 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

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| Position Applying for | |
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| General Information |
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| 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

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| Conditions of Employment |
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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)

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| Discipline/Misconduct |
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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