

# Position Description

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|----------------------------|---|
| Position Title             | Clinical Nurse Consultant (Residential In Reach)  |
| Position Number            | 30026060  |
| Division                   | Community and Continuing Care   |
| Department                 | TCP/GEM@Home/RITH/RIR   |
| Enterprise Agreement       | Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028   |
| Classification Description | Clinical Nurse Consultant   |
| Classification Code        | ZF4-ZJ4   |
| Reports to                 | Manager TCP/GEM@Home/RITH/RIR   |
| Management Level           | Non Management  |
| Staff Capability Statement | Please click here for a link to <a href="#">staff capabilities statement</a>  |
| Mandatory Requirements     | <ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul> |

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

## Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

## Our Values

**PASSIONATE** – We are passionate about doing our best – for our patients, our colleagues and our community.

**ACCOUNTABLE** – We take ownership of our actions and outcomes, always striving for integrity and improvement.

**CARING** – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

**TRUSTWORTHY** - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

## **The Position**

TCP/GEM@Home/RITH/RIR programs sit within the Community & Continuing Care Division at Bendigo Health. The Community and Continuing Care Division provides a broad range of high-quality, person-centred care programs and services to consumers in inpatient, outpatient, and community settings. Each service within the division is designed to ensure holistic care and improve the overall well-being of our patients and communities.

Residential In-Reach (RIR) is a seven day a week service focused on maintaining people within their home, in this case Residential Aged Care Facilities (RACF). The program aims to decrease avoidable presentations to Emergency Departments (ED) from RACF by providing alternative care for relatively simple clinical procedures and acute and aged related conditions. Staff will also follow-up patients who have presented to the emergency department to assist in preventing representation, or the need for an inpatient admission if possible. The service also focuses on improving and increasing the availability of clinical support for staff in aged care facilities. It is recognised that the aged client has fewer emergency department presentations and complications if simple acute conditions, procedures and aged related issues are managed in their own environment by clinical staff that have extensive knowledge of aged related issues.

## **Responsibilities and Accountabilities**

RIR nursing staff are highly skilled and experienced clinical practitioners who triage and plan the acute clinical care of referred residents. Staff work independently over either a morning or afternoon shift (0700 – 2100 hours) 7 days a week, and are tasked with responding to telephone referrals in a timely manner.

## **Key Responsibilities**

### Clinical Responsibilities

- Receive and respond promptly to referrals from Residential Aged Care Facilities, General practitioners, the Bendigo Health Emergency Department and other community providers for clients with deterioration.
- Provide comprehensive nursing assessment and intervention of clients with complex issues in accordance with evidence-based practice.
- Collaborate with relevant multidisciplinary team members to achieve desired health outcomes for clients.
- Liaise with other community-based services to maximise positive outcomes for the client.
- Active involvement in service enhancement including development and implementation of relevant policies and procedures.

- Provide education and support to staff in RACF to assist in the management of clients.
- Ensure comprehensive and accurate client records and documentation are completed using the relevant IT systems.

### Organisational Responsibilities

- Participate in team/departmental meetings and other organisational meetings as required.
- Participate in relevant research and quality projects related to the area of practice.
- Liaise with other internal and external services to facilitate positive client outcomes.
- Identify own learning needs and demonstrate commitment to ongoing professional development.

## Key Selection Criteria

### Essential

1. Current registration as a Division 1 Registered Nurse with Australian Health Practitioner Regulation Agency (AHPRA).
2. Demonstrated post graduate training or extensive clinical nursing experience including management of acute, aged care, and chronic medical conditions.

### Desirable

3. Demonstrated skill in assessment, intervention, counselling and complex care planning.
4. Demonstrated understanding of the impact of hospitalisation on older people with the ability to recognise and respond to change in the medical condition of clients.
5. Knowledge of the current issues impacting the residential care sector.
6. Demonstrated ability to work autonomously with highly developed organisational skills, time management, planning and priority setting.
7. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with patients, carers, staff and the community.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*