

Position Description

Position Title	Educator - Graduate Support Nurse
Position Number	30009021
Division	Clinical Operations
Department	Psychiatry Older Persons
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	RN Grade 3
Classification Code	NP81– NP82
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

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

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

As part of the State's response to the Royal Commission into Victoria's Mental Health System, Bendigo Health has been chosen to participate in a trial program to employ a Graduate Support Nurse (GSN).

The GSN will be integral to the practice guidance and day to day assistance provided to Graduate and early career nurses. The GSN will assist the Unit Managers, Clinical Managers, Clinical Specialist Nurses and ANUMs to support practice development and provide high quality mental health care.

The GSN will provide needs based GSN capacity across all mental health inpatient units as part of the healthcare service teams. The GSN program will be supported by the Mental Health Professional Development Unit MHPDU and have management oversight by the Manager of OPU and the position/s will report operationally to the allocated unit. All units are staffed by a multi-disciplinary team made up of Psychiatrists, Medical Officers, Nursing staff, Occupational Therapists, Social Workers and lived and living experience Carer & Consumer roles, incorporating aspects of the Safewards model and utilising the associated interventions. The GSN will support the delivery of service in accordance with each Mental Health Unit's model of care, the Mental Health & Wellbeing Act 2022 and Children, Youth and Families Act, and in accordance with Bendigo Health's vision, values and Policies & Procedures.

Responsibilities and Accountabilities

Key Responsibilities

- Provide support and mentorship that is aligned with best practice for Graduate and early career nurses
- Maintain a highly visible and supportive presence alongside nursing staff in the clinical areas and undertake advanced direct patient care in order to act as role model for staff across a range of shifts including day and evening
- Foster safe working practices and environment in order to ensure best consumer outcomes and support awareness, and understanding, of the Safewards model and applying this to practice
- Role model principles of recovery, in partnership with the consumer, to initiate and evaluate interventions to effect therapeutic change
- Promote reflective and situational learning opportunities
- Collaborate with the Professional Development Unit and key stakeholders and inpatient unit's leadership teams, to support the organisations broader professional development programs within the inpatient units
- Maintain own knowledge of evidenced based practice and participate in your own professional development so that your knowledge and skills remain current and align with best evidence
- Encourage a positive learning environment in which competencies are maintained and improved in line with current nursing knowledge and research
- Evaluate student/nurse progress and assist with Graduate/Transition nurse clinical competency assessments and collaborate with strategies to build nursing skills for staff requiring extra support

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. AHPRA Registration as a Register Nurse Division 1, with undergraduate Mental Health specialisation or with a Post Graduate Diploma level in mental health and /or related field
2. Minimum of 3 years post-registration experience within Mental Health settings with evidence of recency of practice and advanced clinical knowledge

3. Understanding of the Mental Health & Wellbeing Act 2022, knowledge of other relevant legislation and State-wide Mental Health Psychiatric Service Frameworks, Procedures and guidelines and Bendigo Health policy and procedures, and their application to clinical practice
4. Sound knowledge of current clinical issues, the Safewards model and interventions and priorities in mental health reform
5. Experience in liaising, consulting and collaborating with relevant family members, team members, and a broad range of health professionals and community agencies, as demonstrated by use of excellent written and verbal communication skills
6. Demonstrated commitment to your own ongoing professional development, and ability to support and train other staff. Qualifications in training, assessment and education would be well regarded.
7. High level of organisational, leadership, communication and interpersonal skills with a sound ability to prioritise work requirements/demands, adapt to change and use innovative and resourceful approaches to the delivery of care in an environment of change

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.
- 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.