Careers that make a difference

Position Description

Position Title	**Registered Nurse- Expression of Interest**
Unit/ Team	Clinical and Nursing Services
Reports to	Executive Manager
Award/Agreement	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 and any Fair Work Commission approved replacement agreements.
Classification	Community Health Nurse (determined by qualifications and experience)
Salary	$115,279 (pro-rata) per annum depending on qualifications and experience, plus superannuation.
Hours	Part-time, full time or casual positions available
Location	Primarily based in Lakes Entrance but may be required to work at other GLCH sites

Gippsland Lakes Complete Health is one of rural Victoria's largest community health organisations, employing over 500 staff and 300 volunteers to deliver health and support services across East Gippsland.

Our vision is for our people and communities to live well. We do this by responding to current and emerging needs - delivering innovative services, information and assistance and collaborating with other health providers for greater impact.

Our purpose is to improve the health and wellbeing of the people of East Gippsland by providing health and social care. We provide these services from seven locations and via outreach to nearby and remote communities. Services include medical, allied health, aged and disability support and in-home services, family support and counselling, early education and childcare, and specialist health services.

As a not-for-profit organisation built on strong values since 1975, our people are our greatest asset. We have created a positive and supportive workplace with solid leadership and a communicative approach and offer flexibility, a healthy work-life balance, professional development, and career advancement opportunities.

Equity, diversity, and inclusion are at the core of who we are. We welcome all people irrespective of ethnicity, faith, sexual orientation and gender identity, and have established a safe and inclusive environment for staff and visitors. For more information about us, visit glch.org.au.

Our Values

Our work is informed by our values. We are:

Compassionate	Inclusive	Courageous
• We are caring and kind to people and the planet • We work respectfully and with integrity • We build trust through listening and understanding.	• We exist to support the health and wellbeing for everyone in our community • We celebrate and value diversity • We are ethical, honest, reliable and fair.	• We are progressive and collaborative • We are creative and resourceful • We are not afraid to try new things for the benefit of our community.

Unit Profile

The Clinical and Nursing Services Unit is primarily based in Lakes Entrance and offers an expansive range of primary care and community nursing services with selected nursing roles spanning the catchment of East Gippsland or incorporated into programs within other GLCH Units.

The unit supports General Practitioner roles with a Medical Practice in Lakes Entrance providing outreach services to the surrounding communities of Bruthen, Metung and Nowa Nowa. In addition, standalone primary care clinics are located at Bairnsdale and Swift Creek Secondary Colleges along with a Sexual Health Clinic (Clinic 281) in Bairnsdale.

The unit also has a small administration and customer service team supporting access to services.

Position Summary

We're seeking expressions of interest from passionate and dedicated Registered Nurses who are interested in joining Gippsland Lakes Complete Health. Opportunities may become available across a range of clinical services in casual, part-time and full-time capacities.

As a Registered Nurse, you'll work as part of a multidisciplinary team to deliver high-quality, person-centred care, supporting positive health outcomes for our community. Positions may become available across a range of nursing disciplines, including Aged & Complex Care, Pharmacotherapy, Respiratory, Dementia, as well as other clinical areas. Roles may vary depending on the service area and will provide opportunities to work across a diverse range of clinical settings.

Whether you're an experienced nurse or looking to expand your skills into a new clinical area, we offer ongoing training, education and professional development to support your career growth.

Position Requirements

Qualifications
• Current Registered Nurse qualification and registration with AHPRA
Essential Experience and Skills
• Relevant experience and skills • Demonstrated excellent interpersonal skills to support engagement and establishment of therapeutic relationships, with a diverse range of people. • Demonstrated understanding of the bio-psychosocial model of health and its application to provision of health care. • Demonstrated capacity to work collaboratively and effectively within multidisciplinary teams and community-based environments, fostering strong professional partnerships to ensure coordinated and integrated care delivery. • Demonstrated interest and passion for supporting individuals with respiratory related health needs.
Also required:
• Excellent written and verbal communication skills including high level of attention to detail.

- Demonstrated organisational skills with the ability to plan, organise, set priorities and meet deadlines.
- A positive attitude with a client focused and problem-solving mindset along with being flexible, adaptable, and resilient.
- Sound computer skills (particularly in the Microsoft Office Suite) and a willingness to learn and adapt to technology platforms relevant to the role.
- Willingness to adhere to all GLCH policies, procedures, and regulatory and legal requirements.

Other Responsibilities (All Staff)

1. **Our Values**: We require all employees to act in a way that aligns with our values.
2. **Quality and Risk Management:** Actively participate and incorporate continuous quality improvement and sound risk management principles in all aspects of the role.
3. **Professional Development and Education:** Actively participate in relevant professional development and educational activities as required, including regular performance reviews.
4. **Workplace Health and Safety:** Carry out your duties in a manner that does not adversely affect your health and safety and that of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve health and safety.
5. **Diversity:** Recognise, value, and respect the diversity of our clients and staff and be inclusive of all community members. Promote accessibility and disability, Aboriginal reconciliation, and Rainbow Tick Accreditation.
6. **Teamwork:** Work proactively with all team members to support the organisation and its strategic aims.
7. **Compliance:** Adhere to all GLCH policies, procedures, and regulatory and legal requirements.

Mandatory Checks, Certificates and Licenses

Employment in this role is subject to the following:

1. Satisfactory completion of a Police Check and Working with Children Check (GLCH to cover fees).
2. Evidence of current Victorian drivers licence.
3. Evidence of current practising certificate/s
4. Evidence of qualification (where applicable)

Benefits of joining our team:

- Salary packaging benefits are offered to part-time and full-time employees. Packaging options include living expenses up to $15,900 per year (rent, mortgage, credit card payments), meal entertainment benefits up to $2,650 yearly, remote area housing, and novated leasing.
- Options to purchase additional annual leave
- Employee Assistance Program (confidential counselling support and advice)
- Flexible working arrangements by negotiation
- Professional development support
- Free gym access (Lakes Entrance site)
- Corporate memberships for the local council-run gyms
- Relocation assistance (conditions apply).

Additional Information

1. We are an equal opportunity employer.
2. Aboriginal and Torres Strait Islander people and those who speak languages other than English are encouraged to apply.
3. We are a child safe organisation and are committed to the safety, wellbeing, and inclusion of all children in accordance with the Child Safe Standards.
4. We are committed to aligning our practice, policies, and systems to the Multi-Agency Risk Assessment Management (MARAM) framework and recognising family violence as a health issue.
5. All ongoing part-time and full-time positions are subject to a 6-month probationary period.