

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: REFUGEE HEALTH PROGRAM NURSE

Award:	Nurses and Midwives (Victorian Public Health Sector)
Classification:	Registered Grade 3B Year 1 or 2 Community Health General Nurse
Site:	This position is primarily based at our central site, however, may be required to work from any BCHS site or outreach location as negotiated.
Hours per fortnight:	60.8 - 68.4 hours per fortnight negotiable (0.8 to 0.9 EFT)
Tenure:	30.4 hours ongoing with increased hours for 12 months
Position description developed:	January 2023
Responsible to:	Senior Leader, Refugee and Cultural Diversity Team

We want (Vision)

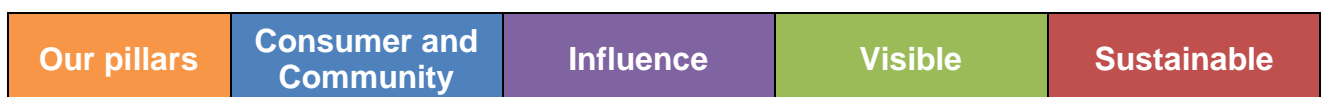
Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- **Integrity**
We are authentic and accountable, and we honour our obligations.
- **Respect**
We build respectful relationships through trust, empathy, and collaboration.
- **Inclusive**
We recognise and promote accessible, safe, and holistic supports and services as a basic human right.
- **Innovation**
Through continuous learning, we ensure an agile, responsive, and sustainable service.
- **Togetherness**
We create a sense of connectedness, pride, and support through enjoying our work and being passionate about making a difference.



BENDIGO COMMUNITY HEALTH SERVICES

The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data, and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes, and growth
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The Role of the Team

The role of the Refugee and Cultural Diversity Team is to enhance community awareness and foster inclusion of existing and new community groups of lived refugee experience. This is done through the creation or enhancement of relevant relationships to develop community collaboration opportunities. This includes building health literacy to ensure optimal and harmonious settlement.

The Refugee and Cultural Diversity Team work alongside other teams who deliver both primary refugee support models: Humanitarian Settlement Program (HSP) and Settlement Engagement and Transition Support (SETS), and programs to build health service literacy and safe living. This includes working closely with Client Services and BCHS teams and programs. Bendigo Community Health provide a holistic approach to this emerging community with a strong focus on identifying and addressing community needs.

Position Role

This position is a key contact in coordination and delivery of refugee health services which includes building refugee sensitive practice for health and wellbeing service providers and enhancing refugee health pathways. Working with the BCHS Settlement Services, Cultural Diversity teams and key stakeholders this role will enhance optimal health and wellbeing settlement outcomes for local communities of lived refugee experience.

Position Responsibilities

The responsibilities of the position are:

- Build refugee sensitive practice for service providers.
- Facilitating and mentoring refugee health assessments.
- Identify gaps in service provision and support development of refugee sensitive practice systems, service coordination and improved health responses for newly arrived.
- Improve access to health care through gap identification, mentoring skill development, improve understanding of refugee communities needs and build capacity of service providers (both internal and external) to provide optimal culturally appropriate health care.
- Provide secondary consultation to BCHS settlement staff and assist with coordinating health appointments to provide optimal settlement outcomes.

BENDIGO COMMUNITY HEALTH SERVICES

- Develop and advise on health promotion strategies and provide health information sessions as required.
- Facilitate Bendigo Refugee Health and Wellbeing Settlement Network meetings.
- Participate in internal and external meetings/networks that provide mutually beneficial peer support based upon evidence-based practice.

Key Selection Criteria

Essential

1. Registered General Nurse Division 1 with current registration with the Nursing and Midwifery Board of Australia via the Australian Health Practitioner Agency.
2. Two years or more nursing experience in a Community/Public Health practice.
3. Experience in working with multicultural and/or communities of refugee lived experience is preferred.
4. Demonstrated understanding or interest in the pre and post settlement impacts on health, wellbeing and settlement.
5. A sound knowledge of community health principles and understanding of the social model of health.
6. Skills in program planning implementation, evaluation and report writing.
7. Highly developed interpersonal and communication skills, and experience in working with a range of stakeholders.
8. Ability to demonstrate and display the values of Bendigo Community Health Services.
9. Ability to provide vaccination information that meets the requirements for healthcare workers.
10. Current driver's license and Working with Children's Check.

Desirable

1. Qualification in refugee health.
2. Qualifications and experience in immunizations.
3. Experience in mentoring and facilitating professional development.

Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period, your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

BENDIGO COMMUNITY HEALTH SERVICES

- Adhere to and manage program reporting requirements and program milestones.
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Teamwork:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career, and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally, and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies, and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and teamwork plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Diversity and Culture:

BENDIGO COMMUNITY HEALTH SERVICES

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety:

BCCHS values children from all backgrounds and is committed to making our community a safe, nurturing, and welcoming place for children to grow and develop. We are committed to making sure **all** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification, and management.

BCCHS believes that *“Quality is everyone’s business, safety is my responsibility”*

Co-operate with and contribute to BCCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- Salary Packaging would be available to the successful applicant. (REMOVE IF CASUAL)
- BCCHS' Employee Assistance Program is available to employees and immediate family.
- BCCHS is an Equal Opportunity Employer.
- All BCCHS sites are smoke free workplaces.
- BCCHS has a commitment to environmental sustainability.