

Bellarine Community Health (BCH) – Strategic Directions 2022 - 2025

Purpose Statement

We deliver high quality services and programs that improve the health and wellbeing of our community.

This means that we always innovate and develop what we do to align with the health and wellbeing needs of people on the Bellarine.

Guiding principles

These principles are at front of mind in all decision making and operational processes. They relate to how we see ourselves and how we will work with all those with whom we come in contact.

- We strive to become a sustainable organisation with a strategic mindset
- We value and support our staff, clients, and volunteers
- We work with our community to design services and programs to meet their needs
- We act at all times in the interests of the organisation and the community
- We are guided by best practice actions – always

Strategic Priorities

- To engage with our community across all ages, groups, and cultures so we are always responsive
- To build awareness of our organisation and our services so we are recognised and are a preferred health provider to our community
- To be a sustainable Health service responsive to our growing community
- To nurture a positive workplace culture

BCH is the largest healthcare provider on the Bellarine Peninsula with sites in six locations:

- Drysdale (2 sites)
- Ocean Grove (2 sites)
- Portarlington
- Point Lonsdale

BCH delivers and promotes health and wellbeing programs. BCH provides a range of services including allied health, community and palliative care nursing; mental health; in home care, health promotion and dental.

Position Information

Position Objective:

The purpose of the Youth Community Health Nurse role is to provide assessment, management, referral, education, and support to young people, as a member of the multidisciplinary team at Bellarine Community Health Youth Services.

This role will work closely with a multidisciplinary team including general practitioners (GPs), allied health and other nursing staff to facilitate the provision of coordinated clinical care and treatment to support a cohesive health management approach for young people.

The key objectives of this role are:

- To engage, assess and provide support to young people and their friends and family and friends;
- To discuss and initiate young people referrals to appropriate community supports; and,

	<ul style="list-style-type: none"> To participate in supporting a timely, responsive, and efficient youth health service.
Reports to:	Mental Health and Youth Health and Wellbeing Manager
Direct reports:	Nil
Program:	Child, Youth and Families
Location:	headspace Ocean Grove, BCH youth service – Drysdale and/or Doctors in Secondary Schools Clinics
Award:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment Status:	Ongoing (Part time, 0.6 FTE) Probation Period: 6 months
Remuneration and benefits:	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate.
Mandatory Requirements:	<p>Bellarine Community Health expects all applicants to present evidence of the following:</p> <ul style="list-style-type: none"> 100 point ID verification Current Working With Children's Check Current NDIS Worker Screening Check (if in a "risk assessed" role) Current Police Check Current Victorian Driver's Licence <p>Immunisation Status:</p> <ul style="list-style-type: none"> COVID-19 and current Influenza Vaccination is <u>recommended</u>.

Organisational Requirements	
Diversity	Commit to providing a safe and welcoming health service for everyone. We celebrate the diversity of different ages, gender, ethnicity, physical ability, sexual orientation, religious belief, work experience, and educational background.
Child safety	<p>Make a commitment to the safety and wellbeing of children and young people. This means to protect and support, enhance wellbeing, and reduce any opportunities for abuse, or harm to occur.</p> <p>Every child has the right to live a full and productive life in an environment that builds confidence, friendship, security, and happiness, irrespective of their family circumstances and background.</p> <p>Children have the right to give their views and opinions about decisions that affect them and to be listened to.</p>
Consumer engagement	Seek and facilitate consumer and community participation to ensure the healthcare we deliver is safe, high quality and meets the needs and preferences of our diverse communities.
Person/family Centred Approach to service provision, health promotion action and access to information	<p>Identify, strengthen capacity, and address any barriers that prevent a consumer maximising their independence and choice in decision making about the way their services are delivered.</p> <p>Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including:</p> <ul style="list-style-type: none"> Building on strengths and goals to maximise independence and individual capabilities in decision making.

	<ul style="list-style-type: none"> • Provide a voice in the management of their own health and wellbeing; and, • Look for ways to improve the health of diverse communities.
Occupational Health and Safety (OH&S)	<p>Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service</p> <ul style="list-style-type: none"> • Report any incidents or potential hazards in accordance with Bellarine Community Health policies and procedures including effective reporting via Incident management system. • Demonstrates a commitment to health and safety in line with Bellarine Community Health OHS policies and procedures, training requirements and legislative/regulatory requirements. • Evidence of compliance with OHS policies and procedures. • Participation in team meetings where key OHS issues are discussed and resolved. • Evidence of hazard and incident reporting using incident management system. • Maintains compliance with mandatory OHS training requirements.
Health Promotion	Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting practice approach to service delivery that addresses the social determinants of health.
Strategy and Planning	Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan.
Continuous Quality Improvement	<ul style="list-style-type: none"> • Adopt and promote a culture of continuous quality improvement within area of practice and the broader organisation. • Contribute to the accreditation process, including identifying, developing, implementing, and evaluating quality improvement activities. • Commit to a culture of trust, openness, learning and accountability to improve service quality and safety. • Participate in data collection and audit processes to ensure compliance with applicable accreditation standards. • Demonstrate respect for individual's values, customs, cultural and spiritual beliefs to ensure patient care is effective and culturally appropriate. • Complete all mandatory training and education.
Risk Management	Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation.
Equal Opportunity	BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.

Position Specific Responsibilities	
General	<ul style="list-style-type: none"> • Provide services within a bio/psycho/social approach. • Delivering services and programs across the Bellarine community and beyond. • Work as a co-operative team member who is flexible and prepared to learn; take on new tasks, responsibilities and challenges. • Provide a flexible, culturally sensitive, respectful and supportive service that builds on the strengths of the individual and their supports. • Work within a client-centred approach. • Participate in all required clinical governance activities. • Demonstrate a commitment to the organisations guiding principles.

- Understand and comply with the code of conduct for employees and other related policies and Procedures.

Position Specific

This role works with adolescents, delivering assessment, education and primary health care sessions to young people aged between 12 to 25 years as part of the multidisciplinary health team.

- Undertake physical, mental, and sexual assessments.
- Ensure clients have a positive experience when attending the clinic.
- Support the clinical service via care coordination and triage as required.
- Providing clinical support for the GP at service clinics.
- Understanding and applying the consent and confidentiality requirements.
- Understanding and applying the legal and policy requirements for mandatory reporting in response to all forms of child abuse and neglect.
- Monitor clinic consumable stocks and orders supplies as required.
- Increase student's health literacy through providing education as appropriate.
- Maintaining accurate and timely records of clinical activity for assessment, planning, implementation and evaluation purposes as required, and ensuring confidentiality of information relating to students.
- Respond to community needs where appropriate and where directed.
- Deliver community education.

Key Performance Indicators

- Understanding of clinical competence and client outcomes
- Demonstrated evidence of young people's assessment, case formulation, service planning, service delivery, episode of care review and service transition and exit support in client's record
- Evidence of agreed service performance targets
- Attendance and active participation in operational and clinical supervision
- Demonstrated flexibility and responsiveness to service demand
- Demonstrated participation in continuous quality improvement and risk management activities
- Complete all clinical notes and administrative tasks in a timely manner
- Actively co-operate as a member of a team, following the guiding principles of BCH
- Adherence with Child Safe Standards
- Demonstrated participation in professional development activities

Key Selection Criteria and Skills/Attributes

Essential

1. Essential Qualifications and Requirements:
 - Formal Nursing qualifications and Registered Nurse – Division 1
 - Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
 - Current Driver's Licence for Victoria
 - National Police Record Check – current and satisfactory
 - Current Working With Children's check
 - Successfully meets the pre-employment screening requirements
2. Demonstrated experience in mental health assessment and working with young people experiencing mental ill health.
3. Experience and qualifications (or working towards) in Sexual Health
4. Excellent communication skills, both written and verbal
5. Strong interpersonal skills with an ability to build positive relationships and work in a multi-disciplinary team environment
6. Knowledge and demonstrated commitment to the guiding principles of BCH.
7. Understanding of child safe standards and mandatory reporting requirements.

	8. A commitment to quality improvement. 9. A commitment to ongoing professional development. 10. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.
Desirable	<ul style="list-style-type: none"> Competency and experience in adolescent health and development, primary health care, community health and/or sexual health.

Acceptance Details	
Name of staff member:	
Signature of staff member:	
Date:	
Exec Managers signature:	
Date:	

For more information about Bellarine Community Health visit our website: www.bch.org.au

Bellarine Community Health Ltd is committed to protect children and reduce any opportunities for abuse or harm to occur. Bellarine Community Health acknowledges the Wadawurrung People as the traditional custodians of the land, waters and skies of the Bellarine Peninsula. We acknowledge and respect Wadawurrung Elders and leaders, past, present and emerging and pay gratitude for their unique ability to care for Country and deep spiritual connection to it. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.