Position Description

Position Title:	Enrolled Nurse - Transition to Practice
Reports to:	Nurse Unit Manager
Department:	Various Departments
Directorate:	Clinical Operations
Cost centre:	Various cost centres
Code & classification:	Enrolled Nurse level 2 (IB66 – IB72, IB92 – IB95)
Employment conditions:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 -2028 and its successors and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Transition to Practice Program is designed to support newly graduated Enrolled Nurses in the clinical area and to provide opportunities for consolidation of theory and refinement of clinical skills. The Program consists of clinical and theoretical components which include those areas defined as major practice requirements for beginning practitioners at GV Health. This position supports the transition of the newly graduated Enrolled Nurse to independently practice by supporting learning needs, enhancing clinical exposure and setting professional practices that encourage lifelong learning.

As an Enrolled Nurse in the Transition to Practice Program, you are a vital member of our multidisciplinary health care team who strive to deliver excellent care to patients and their families. You understand the importance of providing nursing care which focuses on the best possible outcomes for your patients. Your interactions with patients, relatives and colleagues are guided by the GV Health's values of patient-centred care, trust and respect in an environment which continuously identifies opportunities for improving the quality of patient care.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Meet expectations of the Transition to Practice Program by developing and consolidating nursing competence in accordance with the requirements of the Enrolled Nurse.
- Accept accountability for own actions and seek guidance if situations exceed the scope of practice of an Enrolled Nurse
- Liaise with the multi-disciplinary health care team to achieve the desired patient outcomes
- Contribute to the development of an effective discharge plan and provide appropriate patient education and referral to appropriate community providers.

• Provide high quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team.
• Recognise the Registered Nurse and Enrolled Nurse responsibilities for delegation of nursing care.
• Perform nursing interventions and procedures in accordance with GV Health policy and procedures.
• Providing and coordinating all aspects of quality patient care.
• Demonstrate developing time management skills and work as an active team member
• Participate in all aspects of the Transition to Practice Program
• Demonstrate the ability to consolidate theoretical learning to various clinical environment, and practice clinically within the scope of practice.
• Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas
• Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

Essential:

- Current registration or able to obtain registration prior to end of June with the Australian Health Practitioner Regulation Agency as a Enrolled Nurse
- Willing to commit to the requirements of a Graduate Nurse Program
- Ability to provide safe and high- quality clinical care
- Self-motivated with a high level of communication and time management skills
- Understand the importance of a multidisciplinary team environment and the ability to liaise with different multi- disciplinary teams to ensure the best outcomes for our clients
- Computer literacy at intermediate level for the IT systems used at GV Health
- Knowledge of current statutory requirements including relevant awards, OH&S

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Registration is maintained and working within scope of practice
- Attendance and active participation at study days
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process.]

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Clinical Operations	**Enrolled Nurse- Transition to Practice**
Reviewed by:	Deputy Director Nursing & Midwifery Education - Transition to Practice
Issue Date:	October 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: Values and Vision - GV Health

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: Strategic Plan 2024-2026 - GV Health

FOR MORE INFORMATION

Application tips: Application Tips - GV Health
GV Health: https://www.gvhealth.org.au/about/
Child Safety and Wellbeing: Child Safety and Wellbeing - GV Health
Living in Goulburn Valley: Goulburn | Regional Living Victoria
GV Community Connector: Community Connector Program for Businesses