

<b>Position title</b>	<b>Community Health Nurse</b>
<b>Reports to</b>	<b>Dietetics, Diabetes Education and Community Nursing Coordinator</b>
<b>Position status</b>	<b>Fixed term March to Oct 2025 (0.5FTE)</b>
<b>Award agreement</b>	<b>Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024</b>
<b>Classification</b>	<b>Community Health Nurse (sole)</b>

## About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: [www.yourch.org.au](http://www.yourch.org.au)

<b>Vision</b>	Health and wellbeing for everyone
<b>Purpose</b>	We partner with people and communities to deliver health and wellbeing services and promote equity
<b>Our organisational values</b>	<p><b>Courage</b></p> <ul style="list-style-type: none"> <li>• We are progressive</li> <li>• We are creative and resourceful</li> <li>• We challenge the status quo for the benefit of our communities</li> </ul> <p><b>Empathy</b></p> <ul style="list-style-type: none"> <li>• We are caring and inclusive</li> <li>• We celebrate and value diversity</li> <li>• We work collaboratively and respectfully</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• We are ethical, honest, reliable and fair</li> <li>• We listen and are accountable to our communities</li> <li>• We earn and build trust</li> </ul> <p><b>Achievement</b></p> <ul style="list-style-type: none"> <li>• We are outcomes-focused</li> <li>• We are adaptable and always learning</li> <li>• We continuously improve</li> <li>• We are creative and resourceful</li> </ul>

## Statement of Inclusivity

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQ+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

## About the Dietetics, Diabetes Education and Community Nursing team

Sitting within the Community Partnerships Directorate, the Dietetics, Diabetes Education and Community Nursing Team provides high quality health and care coordination services to clients and community groups of YourCH, their families/carers, support workers and other professionals. The team sits within the multi-disciplinary Allied Health Program and consists of dedicated and skilled clinicians and Allied Health Assistant. As part of YourCH we are passionate and enthusiastic staff working towards our vision of a health and wellbeing for everyone and creating an environment that is inclusive and representative of the communities in which we serve.

## Position Purpose

The Community Health Nurse provides high quality primary nursing care that is especially tailored to reaching priority population groups in our community. This role will offer person-centred comprehensive care management and support with individuals and groups, on-site and in community settings, across a range of funding sources including Integrated Chronic Disease Management and Community Health Program. This role's model of care ensures that chronic disease self-management, contemporary health promotion, and wellness and reablement principles are applied through a social model of health.

This role involves building multi-disciplinary relationships and working closely with the broader Allied Health team, YourCH Programs (including Primary Care, Community Programs, Gender Affirming Care), other community-based services, acute setting partners and other agencies (e.g. Health Independence Programs) to actively facilitate access YourCH services for clients with chronic and complex conditions (including diabetes, mental health, asthma and COPD).

## Position responsibilities

- Deliver safe and high-quality care in complex care assessment, care planning, intervention and management of clients, their carers and priority community groups/populations (on-site, at home or in other community settings), as part of a multi-disciplinary, person-centred service.
- Develop and monitor clients' care plans and assist in goal identification by working with clients, their family, GPs, Primary Care nurses, and other health professionals to ensure the client is supported in the community.
- Apply skills in client self-management, health coaching and motivational interviewing in therapeutic intervention approaches with clients, especially those with chronic and complex needs.
- Build positive relationships, internal and external to YourCH, to facilitate collaborative person-centred care, including but not limited to Darebin Youth Hub, First Nations agencies, and Refugee and migrant services.
- Actively participate in evaluating client progress, using relevant outcome measures and discuss outcomes with clients and stakeholders.
- Participate in developing, delivering and evaluating innovative, evidence-based community nursing services and health promotion initiatives that are responsive to community needs (e.g. facilitation of multi-disciplinary peer-education groups).
- Actively participate in developing, implementing and evaluating of services by the Dietetics,

Diabetes Education and Community Nursing team.

- Actively participate in regular professional and clinical supervision and professional development programs that support clinicians, staff and students.

## **Position requirements (qualifications, skills, knowledge and attributes)**

### **Qualifications, Registration and Licenses**

- A qualification as a Registered Nurse Division 1
- Registration with AHPRA as a registered nurse
- Current Victorian Drivers Licence.
- Smoking Cessation Worker trained (desirable).

### **Knowledge, Experience, Skills and competencies**

- At least 3 years clinical nursing experience in a community setting with well-developed comprehensive complex care assessment, care plan development and care management skills.
- Demonstrated ability to provide nursing care for a variety of client groups and conditions in a community setting with individuals and in groups - particularly adults with physical, intellectual, or psycho-social disability; adults with chronic and complex conditions; adults who are frail; and young people.
- Demonstrated experience in applying client self-management, health coaching and/or motivational interviewing techniques, to support clients especially those with chronic and complex needs.
- Strong commitment and demonstrated application of nursing care through a social model of health, community development and disease prevention approach.
- Knowledge of both Acute and Primary Health sectors and ability to navigate both the National Disability Insurance Scheme (NDIS) and My Aged Care (MAC) systems.
- Excellent written and oral communication, IT and time management skills.
- Demonstrated ability to work independently and as part of a multi-disciplinary Allied Health Team, with ability to develop partnerships with other health and community care providers (E.g. GPs).
- Experience in developing, delivering and evaluating evidence-based nursing services and health promotion initiatives that are responsive to the needs of priority population groups.
- Ability to problem solve in a variety of complex situations.

### **Expected behaviours for all YourCH team members and volunteers**

- Support the provision of services that are safe and high quality
- Maintain staff and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure a safe workplace for clients, visitors and staff
- Work in accordance with Your Community Health Policies and Procedures.

### **General**

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988 .
- The successful applicant is required to provide evidence of eligibility to work in Australia.
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check, NDIS Worker Screening check clearance, and evidence of full COVID19 vaccination certification. Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time.
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form.
- Management, in consultation with the staff member, reserves the right to modify this position

description when required.

### **Relationship to Performance Development and Review Plan**

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis

**Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQ+ communities to apply.**