

# Position Description

<b>Position Title:</b>	Clinical Support Nurse
<b>Reports to:</b>	Deputy Director of Nursing & Midwifery Practice, Education and Research
<b>Department:</b>	Nursing & Midwifery Education
<b>Directorate:</b>	Chief Nursing & Midwifery Officer
<b>Cost centre:</b>	P0602
<b>Code &amp; classification:</b>	Grade 3B (YU11)
<b>Employment conditions:</b>	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Enterprise Agreement 2024-2028 and GV Health Policies and Procedures (and as varied from time to time)

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**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).

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## POSITION SUMMARY

The Clinical Support Nurse (CSN) position supports clinical learning in a practical and applied way for new and existing staff and students in the organisation. The role will work collaboratively with existing education, practice enhancement systems and programs within the organisation to achieve this.

Liaison with the Centre for Nursing & Midwifery Practice, Education and Research (CNMPER) staff, After Hours Hospital Managers, Nurse Unit Managers (NUMs) and clinical staff will be required to identify and prioritise workload each shift. Working across all departments requires the incumbent to be knowledgeable and clinically efficient across a variety of medical and surgical conditions. Flexibility in work hours means that after hours and weekend shifts will be required.

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## RESPONSIBILITIES AND DUTIES

**The following duties are inclusive of but not limited to the following:**

- Work closely with the Clinical Area Educators and Unit Managers / In charge nurses and After-Hours Hospital Managers to determine need in clinical areas and arrange the CSN roster to assist where necessary.
- Providing supervision, guidance and practical support to students, graduate nurses and staff in the Graham street clinical areas.
- Work closely with the Centre for Nursing & Midwifery Practice, Education and Research to provide organisation wide and regional education, training and learning programs as required.
- Ensures safe, high-quality service provision to consumers that reflects best practice and adds value to GV Health.

- Assist the organisation in achieving clinical effectiveness by providing safe, effective evidence-based care utilising embedded clinical systems, technology and information services available within the clinical areas.

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## **KEY SELECTION CRITERIA**

### **Formal Qualification(s) and Registration(s) Requirements:**

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse

### **Essential:**

- Post graduate qualifications in clinical teaching / education or demonstrated evidence to work towards same.
- Demonstrated recent, extensive acute clinical experience.
- Demonstrated ability to work collaboratively within a multidisciplinary team.
- Demonstrated experience in providing education/clinical teaching/clinical supervision within a clinical environment.
- Advanced interpersonal skills including communication, collaboration and professional role modelling.
- Shared responsibility for Occupational Health and Safety as appropriate and ability to adhere to policies and procedures.

### **Desirable:**

- Accredited Advanced Life Support Instructor.
- Advanced working knowledge of MS Office, database and reporting system

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## **KEY PERFORMANCE INDICATORS**

### **Your performance will be measured through your successful achievement of:**

- Demonstrating of GV Health CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintenance of collaborative relationships with all other teams and professionals.
- Support, supervision/guidance and provision of clinical education to all staff as necessary.
- Provision of safe, effective, evidence-based care utilising embedded clinical systems, technology and information services available within the clinical areas.
- Completion of annual Performance Development Review (PDR).
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity

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## **ALL GV HEALTH STAFF ARE REQUIRED TO**

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of 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;

- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- 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 and maintain all 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;
- Comply with requirements of the 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 Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All 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.

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### **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 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.

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**Chief Nursing & Midwifery Officer**

**Clinical Support Nurse**

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**Reviewed by:**

Deputy Director Nursing & Midwifery Education & Research

**Issue Date:**

May 2026

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## 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](#)