

**Position:** Farmer Health Nurse

Visa sponsorship is NOT available for this role

**EBA:** Nurses & Midwives (Victorian Public Sector) Enterprise

**Classification:** Community Health Nurse (ZJ1)

**Salary:** \$1,966.90 per week FTE + GCHAM Cert allowance (if applicable)

**Superannuation:** Employer contribution of 11%

**Working hours:** Part-time – minimum 2 days per week

**Basis of employment:** Fixed Term- Minimum 12 months commencing May 2024

**Location:** Hamilton Based with opportunities to work in other farming communities

**Team:** National Centre for Farmer Health

**Line manager:** Cecilia Fitzgerald, Business Development & Industry Engagement Manager

**Contact for enquiries:** Cecilia Fitzgerald, Business Development & Industry Engagement Manager

**Phone:** 03 5551 8447 **Email:** [cecilia.fitzgerald@wdhs.net](mailto:cecilia.fitzgerald@wdhs.net)

Please do not send your application to this contact.

**How to apply:** Online applications. Go to <https://wdhs.net/v2/home/careers/> then find the position by title or number and apply

## **ABOUT US**

At Western District Health Service (WDHS) we pride ourselves on our strong teamwork and our shared commitment to providing person-centred high-quality healthcare to the Southern Grampians community. We encourage and celebrate diversity, inclusion and accessibility for our staff and visitors to our services and we are dedicated to living our values of: Integrity, Innovation, Collaboration, Accountability, Respect and Empathy.

With a population of approximately 10,000 and a catchment of 16,500, Hamilton is the regional centre of Victoria's Southern Grampians region and WDHS is the largest employer in the region. WDHS provides a comprehensive range of acute inpatient services, residential aged care and primary and community health services. To find our more information about WDHS you can visit <https://wdhs.net/v2/about-us/>.

The Greater Hamilton region is rich with lifestyle opportunities and facilities. Working for WDHS will enable you to pursue your profession, build your career and enjoy a great work/life balance. With the Grampians National Park and stunning beaches on your doorstep in Warrnambool, Port Fairy and Portland and wineries dotted in-between, a better lifestyle is waiting for you! To find our more information about the Greater Hamilton region you can visit <https://wdhs.net/v2/home/careers/community-information/>

**Be Yourself** - We value the unique backgrounds, experiences and contributions that our staff and visitors bring to our service. First Nations people, those identifying as LGBTQIA+, people of all ages, with disabilities and culturally and linguistically diverse people are encouraged to apply.

## **About the National Centre for Farmer Health**

The National Centre for Farmer Health was founded in 2008 as a partnership between Western District Health Service and Deakin University through the School of Medicine to address the issue of higher mortality and morbidity of Australians who live and work in farming communities, compared to their city counterparts.

The NCFH team are an innovative, passionate and multidisciplinary team committed to improving farmer health, wellbeing and safety via the activation of our new [5-year strategic plan](#). This growth-focused plan is guided by the pillars of evidence, influence, and action.

The vision of National Centre for Farmer Health is “Shaping tomorrow’s healthiest farming communities worldwide,” achieved by strengthening the human and rural service workforce through prevention and early identification of diseases associated with farming and development of timely, appropriate and effective interventions.

We are seeking a Farmer Health Nurse to deliver clinical services to agricultural communities, including primary care nursing, health counselling, screening and providing education through a number of means.

### **About the Role:**

The Farmer Health Nurse will be passionate about improving farmer health, wellbeing and safety and have personal experience working with Agricultural communities. The successful candidate will be involved in the delivery of a number of NCFH programs, including farmer focused health checks and the unique and bespoke AgriSafe Clinics for farmers. The candidate may also be called on to represent the NCFH through speaking engagements to provide health, wellbeing and safety education to agricultural workers, school students, and health professionals.

### **Responsibilities and Duties**

The Farmer Health Nurse will be instrumental in:

- Coordinating and delivering AgriSafe Clinics at Hamilton and additional agreed locations, ensuring program goals and objectives are attained through excellent customer and person-centred services
- Delivering Health and Lifestyle Assessments in accordance with protocols at industry events
- Providing clinical advice and to farmers and agricultural workers to identify and improve health, wellbeing and safety risks
- Representing the NCFH at public and industry forums to deliver farmer health education to a range of stakeholders, in a range of forums and means, including health professionals
- Contributing to a network of agrihealth professionals to facilitate collaboration and knowledge-sharing through participation in a quarterly meeting
- Considering new and effective ways of delivering preventative health care and education to farm men, women and agricultural workers, including reviewing and updating protocols for HLA and AgriSafe programs
- Reviewing relevant fact sheets and website material to ensure currency and suitability
- Participating in projects, research and development activities to meet specified clinical nursing needs of the National Centre for Farmer Health team

Western District Health Service within the National Centre for Farmer Health team will employ the Farmer Health Nurse. They will report to the Lead AgriSafe Clinician and work collaboratively with the Business Development & Industry Engagement Manager, the Data and Program Manager and other members of the National Centre for Farmer Health team.

### **About You:**

The position requires a registered nurse with Division 1 qualification with a minimum three years' post graduate experience, preferably in a community-based setting, and current registration with the Australian Health Practitioner Regulation Agency (AHPRA). The successful candidate will have passion and understanding of rural and farmer health and have completed the postgraduate unit HMF701 Agricultural Health & Medicine offered through Deakin University.

The candidate must possess a valid driver's license as travel will be required to deliver clinical services to remote and rural locations.

The ideal candidate will have excellent communication skills, both written and verbal, and the ability to work independently and manage their workload. They must be able to provide effective healthcare services and education to farmers and agricultural workers and have a thorough understanding of agricultural exposures and occupational risks affecting farmer health, wellbeing, and safety.

Successful candidates for this position must demonstrate a proactive drive and initiative to be self-sufficient and effectively direct their work. The role demands individuals who are organised, and detail-oriented, and proficient maintaining patient files and records, coordinating referrals and managing appointments and schedules. The candidate will have commitment to delivering excellent customer service and building positive relationships with the Centre's staff, community, students, farmers, and collaborative partners.

### **Benefits of Working with Us**

#### **Staff benefits**

- Flexible working arrangements (as appropriate), ability to work from home from time to time, and option to purchase additional leave to support work/life balance.
- External professional development funding support after 12 months with opportunity to be considered for a partial scholarship to complete a unit of the Graduate Certificate of Agricultural Health & Medicine.
- Internal training and development opportunities to support professional and personal growth.
- Enterprise Bargaining Agreement based remuneration.
- Salary packaging including capped expenses (\$9,010), meals (\$2,600), novated vehicle leasing.
- Free on-site car parking
- Social club membership offering a range of events, functions and local community discounts.
- A culture which supports staff health and wellbeing including:
  - Green Bean Café on site at the Hamilton hospital
  - Discounted leisure memberships
  - Gym membership at corporate rates
- Access to Employee Assistance Program (EAP)
- Support may be available to support relocation (if required)

### **Other Requirements**

- Current police check is required for this role
- Current working with children check is required for this role & must demonstrate an understanding of appropriate behaviours when engaging with children
- Current driver's licence is required for this role
- Some travel and afterhours work may be required in this position (where it can be negotiated as time in lieu)

### **Occupational Health and Safety Responsibilities**

All Western District Health Service employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure. Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.

Employees have a responsibility to comply with all relevant WDHS OH&S management system Policies, Procedures and programs. This includes the WDHS Injury Management Program.

Employees have a responsibility to take all reasonable care to prevent incident or injury to themselves or to others in the workplace. Employees are expected to learn and follow approved standards and Procedures that apply to their activities and check with their manager when they have any doubts concerning potential hazards.

Employees have a responsibility for:

- Looking after their own health and safety and those of others in the workplace;
- Follow safe work practices and use personal protective equipment as required;
- Participate in OH&S consultation and OH&S training initiatives;
- Report any accidents, incidents, injuries “near misses,” safety hazards and dangerous occurrences, assist with any investigations and the identification of corrective actions;
- Cooperate with managers and supervisors so that they can meet their OH&S responsibilities;
- Don’t wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk;
- Performing only those tasks for which they have received appropriate training and instruction;
- Ensuring that they understand and comply with those responsibilities which apply to them while performing their duties at the workplace;
- Participate in emergency evacuation exercises.

### **INHERENT PHYSICAL REQUIREMENTS:**

Western District Health Service has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others. The role may require the following tasks among other things:

<b><u>1 Nursing / Patient Care Role</u></b>	<b><u>2. Maintenance / Hotel Services Staff Role</u></b>	<b><u>3 Clerical / Administration Role</u></b>
<ul style="list-style-type: none"> <li>▪ manual handling (pushing, pulling equipment)</li> <li>▪ general patient handling and clinical nursing duties</li> <li>▪ sitting, standing, bending, reaching, holding</li> <li>▪ pushing pulling trolleys and equipment</li> <li>▪ general clerical, administration work, computer work</li> <li>▪ use of personal protective equipment and handling</li> <li>▪ handling general and infectious waste,</li> <li>▪ <b>shift work in most roles</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ generic maintenance work, working at heights</li> <li>▪ generic outdoor work / pushing, pulling trolleys</li> <li>▪ sitting, standing, bending, reaching, holding</li> <li>▪ computer work</li> <li>▪ general clerical, computer and some admin work</li> <li>▪ use of personal protective equipment and handling</li> <li>▪ handling general and or infectious waste,</li> <li>▪ <b>shift work in some roles</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ sitting, standing, bending, reaching, holding</li> <li>▪ computer work, data entry</li> <li>▪ general clerical at varying levels</li> <li>▪ use of personal protective equipment</li> <li>▪ handling general waste</li> <li>▪ pushing and pulling trolleys / filing,</li> <li>▪ <b>shift work in some roles</b></li> </ul>

### **Note to all employees**

- You must work within the policies, procedures and guidelines of WDHS
- You must participate in the WDHS integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of WDHS, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of WDHS.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- A Performance Review will occur within three (3) months of commencement, then annually taking account of the key roles and responsibilities outlined in this Position Description. In addition to reviewing performance

(individual and work team), the annual meeting provides an opportunity to ensure role clarity, revise key performance activities/measure and set development objectives and goals for the year ahead.

APPROVALS	Name	Signature	Date
Divisional Head:			
Department Head:			
Employee:			

Position code: <i>People and Culture use only</i>	
Date revised: <i>People and Culture use only</i>	

**When revised please forward electronic copy to:**  
People and Culture Department [email: people.culture@wdhs.net](mailto:people.culture@wdhs.net)