

## ORGANISATIONAL OVERVIEW

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### Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub and,
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

### Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

### Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

**Our Priorities:**

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

**Safety, Quality and Clinical Governance at Northern Health:**

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

**Commitment to Child Safety at Northern Health:**

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

**Family Violence and Child Safety Statement:**

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

**Essential:**

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



## POSITION DESCRIPTION

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<b>Position Title:</b>	Prevention of Occupational Violence & Aggression Nurse
<b>Business Unit/Division:</b>	People and Culture
<b>Award Agreement:</b>	Nurses
<b>Classification:</b>	YV7 (Occupational Health Nurse)
<b>Employment Type:</b>	Part-time 0.7
<b>Reports to:</b>	OVA Coordinator
<b>Date Prepared/Updated:</b>	Jan 2026

## ROLE STATEMENT

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### General Role Statement:

The purpose of the Prevention of Occupational Violence & Aggression Nurse role is to support the response at Northern Health to Occupational Violence and Aggression (OVA) incidents, including monitoring and implementation of recommendations. The role will report to the Northern Health OVA Coordinator and will proactively work towards minimising the risks of occupational violence and aggression.

### This position is responsible for:

- Where required support and advise on OVA matters, early intervention and management of actual and or potential risks of OVA to minimise the impact of harm associated with OVA.
- Support in-service education to multidisciplinary teams that aims to reduce the risk of clinical aggression.
- Work with the PAMOVA Coordinators in supporting staff, leaders and OVA Champions.
- Assist in collating data and preparing papers for relevant committees as required.
- Identify, investigate and respond to staff concerns and issues related to OVA and undertake analysis of reporting.
- Coach and guide staff on the utilisation of OVA procedures, guidelines, investigations, documentation and processes.
- Collaborate with members of the OHS, Wellbeing and Injury Management teams when required.

### All employees:

#### Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.

- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

## KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

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### Leadership:

- Leading the prevention, early intervention and management of actual and or potential risks of OVA to minimise the impact of harm associated with OVA.
- Take the lead in relevant research, reviews, benchmarking and audits as required.

### Strategic and Project Management Leadership:

- Provide strategic advice that aims to reduce the risk of clinical aggression and support the implementation of risk reduction strategies where required.

### Organisation-Wide Contribution:

- Contribute when required to relevant whole of workforce learning initiatives as it relates to the management of clinical aggression.
- Liaise with OVA Coordinator, Health, Safety & Wellbeing Teams, PAMOVA Coordinators, Security, Victoria Police, Ambulance Victoria, Nurse Unit Managers, Multidisciplinary teams and Executives where appropriate in the design and delivery of Training to clinical and non-clinical staff.

### Diversity and Inclusion:

- Ensure that diversity and inclusion are considered in investigations.

### Innovation and Culture Change:

- Where required, take the lead in relevant research, reviews, benchmarking and audits.
- Take the lead in ongoing development, implementation and evaluation of OVA response and be responsible for service improvement initiatives in reducing the risks associated with OVA.

## SELECTION CRITERIA

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### Qualifications, Registrations and Qualities:

- A relevant nursing qualification.
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes

evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

**Experience:**

- Post registration experience is desirable.
- Previous experience in the control of OVA risk.
- OHS qualifications will be well-regarded

**Knowledge, Skills and Behaviours:**

- Understanding of current approaches to the prevention of OVA.
- Knowledge of legislative and regulatory requirements and risk management and investigation as it applies to OVA
- Demonstrated ability to work in a consultative manner with key internal and external stakeholder at all levels.
- Ability to problem solve, make decisions, communicate, negotiate and escalate as required in response to management of OVA.

**Employee Declaration**

I  have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date:

