

Position Description

Position Title:	Nursing & Midwifery Allocations Clerk
Classification & Salary Range:	Administrative Officer – Grade 1 (HS1)
Agreement Name:	Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2025 – 2027
Position Reports to:	Allocations Unit Team Leader
Last Updated:	October 2026

Position purpose

The Eastern Health Nursing & Midwifery Allocations Clerk has the primary responsibility for all duties associated with the allocation of pool, bank and agency staff, under the supervision and direction of the Manager of Nursing and Midwifery Workforce.

Major duties and/or responsibilities

- Provide and promote customer-focused, quality clerical services that are aligned to best practice in dynamic health care
- Liaise with hospital departments/wards/external agencies re staff requirements/shortfalls across Eastern Health
- Undertake clerical responsibilities utilizing Eastern Health's electronic workforce systems to monitor the availability and activity casual bank and agency staff across Eastern Health
- Undertake the redeployment of site based Pool staff in liaison with Associate Directors of Nursing/Hospital Coordinators
- Liaise with casual bank and agency staff as required to manage shift changes and cancellations
- Undertake data entry to enable accurate and efficient documentation to record pool, casual bank and agency activity across Eastern Health
- Comply with legislative requirements as they may apply from time to time in the performance of all tasks, i.e. Privacy Act, Health Records Act. Occupational Health and Safety Act.
- Other duties as directed by the Manager of Nursing and Midwifery Workforce

Key Selection Criteria

Essential Selection Criteria:

- Excellent written and verbal communication skills
- Proficient computer and clerical skills, including Microsoft Word, Excel and other workforce applications
- Demonstrated understanding of quality customer service with internal and external stakeholders
- Responsible, reliable and ability to demonstrate initiative
- Diplomacy and negotiating skills and the ability to maintain attention to detail in a busy, complex environment
- Demonstrated Organisational and time management skills

Desirable Selection Criteria:

- Health care agency or staff allocation experience

Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Read more about Eastern Health's strategic goals [here](#).

Our Commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click [here](#).

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical supports for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au



Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#)

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click [here](#) or for Staff Wellbeing please click [here](#).

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity.

Final note

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.



Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Appointment to this position is subject to a satisfactory National Police Check, compliance with mandatory vaccination requirements, including annual influenza vaccination, and evidence of immunity to vaccine-preventable diseases where required.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: _____

