

Position Description

Transition to Specialty Practice Nurse – Emergency Department

Classification:	Registered Nurse Grade 2 Year 2 – Grade 2 Year 8 (RN2 – RN8)
Business unit/department:	Emergency Department
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Fixed-Term Part-Time
Hours per week:	32
Reports to:	Clinical Nurse Manager – Workforce & Operations
Date:	August 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

As a Registered Nurse at Austin Health, you are responsible for planning, implementing, and evaluating evidence-based nursing care in collaboration with the multidisciplinary team to achieve optimal healthcare outcomes for our patients.

The Registered Nurse is a key member of the health care team responsible for ensuring nursing professional, organisation, legal and ethical standards are met. The Registered Nurse is responsible for supervising and delegating to other health professionals such as Enrolled Nurses and Health Assistants in Nursing.

This 12-month fixed term position is ideal for nurses immediately following a graduate nurse program or those with recent acute nursing experience.

Completion of the **Transition to Specialty Practice: Emergency Department** program equips participants with the skills to deliver high-quality, evidence-based care in the emergency setting. Participants will engage in a series of tailored learning activities, supported through a structured educational format including study days, and hands on learning.

About the Emergency Department

The Emergency Department services approximately 90,000 patients per year, with around 20% of presentations being paediatric patients. The department assesses, manages and admits patients from a broad range of specialties and is committed to delivering care in a timely, compassionate and appropriate manner. This service is enhanced through teaching, research, and the development of new technologies and processes.

The Emergency Department is a large, state-of-the-art facility supporting multidisciplinary care and quality service delivery. The department incorporates a 24-bed Short Stay Unit, including adult, paediatric and mental health beds. Patients admitted to Short Stay typically have rapidly reversible conditions requiring a short period of treatment or observation, with the expectation of discharge within 24 to 48 hours.

The Emergency Department is situated within the Access, Critical Care, Imaging and Ambulatory Services Division and under the Access and Critical Care Services division.

Position responsibilities

Role Specific:

- Takes responsibility for recognising and meeting own learning needs by utilising the resources available, as well as participating in the learning activities required in the Transition to Specialty Practice program
- Attends any scheduled study days and educational/learning activities and completes assessment tasks as required in the Transition to Specialty Practice program
- Achieves and maintains the clinical standards required overseen by the management and education teams
- Undertakes performance review in accordance with Austin Health standards
- Provides specialist skills and care related to the specialty as required in the Transition to Specialty Practice program

Direct Clinical Care:

- Utilise patient assessment information to adjust the care plan to meet health care needs
- Facilitate active patient involvement in adapting goals of care and ensure patient understanding through 'teach back'
- Escalate to the multidisciplinary team to modify the plan of care where abnormalities in assessment information are identified, and the clinical situation is unfamiliar or unexpected
- Document comprehensive care priorities including discharge planning that is aligned with goals of care and patient assessment information
- Prioritise and deliver care within scope of practice and according to nursing care plan
- Facilitate active patient/family participation in delivery of goals of care, including handover
- Recognise and seek support when input is required from senior/experienced staff
- Recognise normal baseline and abnormal patient information; ensure escalation of care where abnormal findings are identified
- Complete all clinical requirements of nursing orientation and induction module
- Make appropriate referrals to the multidisciplinary team to pre-empt needs of the patient and follow up that the referral has been actioned
- Maintain current contemporaneous documentation regarding patient care delivery
- Utilise monitoring processes to evaluate patient care outcomes based on strategies developed in



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

planning and care delivery

- Recognise when care is outside of expected trajectory and escalate concerns
- Actively participate in huddles and handover process recognising deviation from handover content to clinical presentation

Education:

- Act as a clinical mentor/preceptor to entry to practice nursing students
- Contribute to the education and development of other nurses at ward/unit level, as appropriate, to own role and level of experience
- Offer feedback to others that is specific, supportive, and non-judgmental
- Demonstrate enthusiasm for own learning and development
- Actively seek out educational opportunities to further own development
- Participate in professional development activities within clinical environment such as involvement in ward/unit portfolios
- Demonstrate use of a variety of educational strategies including reflective practice to further own development
- Maintain professional practice portfolio to reflect development of knowledge and skills over time
- Identify gaps in own learning through self-reflection and feedback and actively seek out learning opportunities
- Increase scope of practice by participating in core competencies relevant to specialty practice
- Utilise different modalities such as observation, verbal and written resources to facilitate own learning
- Identify opportunities for educational resources/strategies to assist in delivery of bedside teaching

Research:

- Practice within Austin Health evidence-based guidelines
- Understand research evidence and supporting guidelines related to area of nursing practice
- Understand the importance of research in the development of nursing practice
- Support local research activities including literature review and data collection

Support of Systems:

- Understand the Austin Health vision and strategic priorities
- Understand the Austin Health Nursing Vision: Austin nurses working alongside Austin Nurses 24/7 to deliver reliable, safe, person-centred care
- Work within the National Safety and Quality Health Service (NSQHS) Standards providing evidence-based nursing care
- Utilise Austin Health's clinical guidelines, policies and procedures to deliver evidence-based nursing care
- Ensure practice compliance for all relevant guidelines and procedures
- Model professional behaviours and actions when risk and incidents are identified
- Understand and follow workplace safety principles
- Contribute to workplace safety audits
- Understand Austin Health Clinical informatics systems including Cerner, First Net, PACS, Patient Journey Board, EMR, ATLAS, etc



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- Demonstrate safe and ethical practice within health informatics systems

Professional Leadership:

- Provide appropriate delegation, supervision and support to all staff as per NMBA Decision Making Framework
- Reflect on own values, beliefs, communication style and experiences and consider how this influences own workplace behaviour
- Understand and demonstrate expected standards of workplace behaviour as set out in the NMBA and Austin Health Code of Conduct
- Be open to feedback regarding workplace behaviours and take corrective action where required
- Role model Austin Values in daily practice
- Manage and prioritise own workload, seeking assistance where required
- Be responsible to raise concerns and ask questions to ensure safe clinical practice
- Clearly recognise own accountability for actions and behaviours as delegated as per NMBA Decision Making Framework
- Recognise, acknowledge and value the unique contribution of individuals
- Recognise the importance of teamwork in healthcare delivery

Selection criteria

Essential Knowledge and skills:

- Successfully completed Graduate Nurse Program
- At least one year's acute nursing experience
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity
- Ability to communicate effectively in both written and verbal form
- Ongoing employment within the Emergency Department is subject to successful completion of the clinical and academic components of the Transition to Specialty Practice (TSP) Program and a commitment to ongoing professional development, including progression towards postgraduate qualifications in Emergency Nursing.

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department

Professional qualifications and registration requirements

- Registered Nurse registered with the Nursing and Midwifery Board of Australia



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future