

# Austin Health Position Description



## Position Title:

Classification:	Critical care Registered Nurse YP3 – YP9
Business Unit/ Department:	<i>Intensive Care Unit</i>
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Hours per week:	Permanent- Fulltime / Part-time, Fixed term Fulltime / Part-time.
Reports to:	Nurse Unit Manager
Direct Reports:	
Financial management:	Budget:
Date:	Sep 2019

## About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognized leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviors, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. [www.austin.org.au/about-us](http://www.austin.org.au/about-us)

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

## Position Purpose

As a clinical nurse you are supported in your role by all other nursing ICU positions that will lead you to provide excellence in patient care. An understanding of the importance of establishing a relationship between the patient and yourself, in order to achieve the best possible outcomes for patients in your care is essential. You will demonstrate the core nursing values of patient centered care, trust and respect in every interaction with patients, and your colleagues. As the primary nurse you are accountable for establishing and evaluating the patient's plan of care in partnership with the patient, their carers and other members of the health care team. In your role as a registered nurse you are responsible for facilitating the plan of care for our patients.

The purpose of the position is to ensure that nursing care is provided in a safe and supportive environment and of a high standard to ensure that:

- Services and care provided are in accordance with legislation, protocols policies, procedures and guidelines,
- within their scope of individual practice
- Migrate foreseeable clinical risks

## Austin Intensive Care

The Intensive Care Unit provides multidisciplinary care to a wide variety of critically ill patients, in a highly technological environment, with an emphasis on the care of family and friends during a stressful time in their lives.

The ICU is a state-of-the-art facility, comprising 29 beds, providing care for over 2000 ICU, 2200 outreach and 500 liaison patients per year. Our specialties include spinal trauma, liver transplantation, cardiac surgery, neurological interventional surgery, orthopedic, thoracic and general surgery and medicine; in addition to a range of acute medical patients.

The ICU provides the hospital's Medical Emergency response team, providing the MET service to the Austin Hospital as well as undertaking significant local, national and international research projects. ICU also provides a hospital wide supportive service to ward based patients through the Critical Care Outreach Team.

The ICU fosters a strong teaching and research culture with our nursing and medical staff receiving recognition both nationally and internationally.

We are proud of our strong multidisciplinary ICU team that values team work and collaboration and always puts the patient at the center of everything we do.

## Purpose and Accountabilities

### Role Specific:

**1. Assesses the health care needs of patients. Is responsible for formulating, implementing and evaluating a plan of care, in partnership with the patient.**

- Systematically assesses the patient, analyses data and identifies the patient's nursing needs.
- Applying knowledge and skills, develops and documents a plan of care that reflects the identified needs of the patient.
- Implements the plan of care by providing direct care to patients.
- Evaluates and validates the effectiveness of nursing strategies towards meeting expected patient outcomes.
- Involves the patient and carers in the plan of care.
- Recognizes changes in the patient's condition, takes necessary action and documents variation in the plan of care.
- Accepts accountability for own actions and seeks guidance when a situation exceeds experience and/or knowledge.
- Coordinates an effective discharge from hospital that reflects the needs of the patient and carers.
- Develops, implements and evaluates teaching plans for patients and carers that meet their learning needs and facilitates informed decision-making.

**2. Develops and maintains collaborative relationships with all disciplines.**

- Respects decisions and actions of other staff; collaborates with team members to achieve desired patient outcomes.
- Contributes to multi-disciplinary team meetings and ward rounds to facilitate patient care goals.

**3. Commits to ongoing professional development of self, other staff and the profession.**

- Accepts responsibility for own continuing professional development by setting realistic goals based on assessment of individual strengths and learning needs.
- Supports the development of others by acting as a resource to colleagues and participating in orientation and precepting new staff.
- Participates in continuing education activities, committees and professional groups.
- Practice in accordance with the Nursing and Midwifery Board of Australia approved Standards for Practice for the Registered Nurse

### **All Employees:**

- Provide junior staff, graduates and students with appropriate supervision, training and instruction in accordance with Austin Health policies located on the intranet (The Hub): <http://eppic/>
- Ensure compliance with relevant Austin Health clinical and administrative policies and guidelines. Comply with relevant privacy legislation.
- Protect confidential information from unauthorized disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Austin Health.
- Comply with Austin Health medication management and medication safety policies and guidelines. In this position you must comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Austin Health employee Code of Conduct

### **People Management Roles:**

- Ensure clear accountability for the quality of care delivered to patients and families
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs; ensure the risk management system is functional
- Be aware of and comply with the core education, training and development policy

## **Selection Criteria**

### **Essential for Performance in the Position**

- Unrestricted registration as a Nurse, with the Nursing and Midwifery Board of Australia (NMBA).
- Significant and recent post graduate Certificate in Critical Care nursing qualification or equivalent significant experience in an acute critical care nursing environment.
- Experience and competence to work in the critical care nursing discipline.
- A commitment to Austin Health values.

**Desirable but not essential:**

- A sound understanding of information technology including clinical systems, applications relevant to practice area;
- Understanding of the rostering and risk management reporting systems used at Austin Health.
- Affiliation with a relevant professional nursing body. (e.g. Australian College of Critical Care Nurses)
- Basic understanding of Information Technology
- Member of a professional nursing body (e.g. Australian College of Critical Care Nurses)

## General Information

**Austin Health is a Child Safe Environment**

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

**Equal Opportunity Employer**

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website: <http://www.austin.org.au/careers/Aboriginalemployment/>

## Document Review Agreement

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	

## People Management Role-Direct Reports