

Position Description

ICU Critical Care - Nurse Bank casual

Classification:	Critical Care Registered Nurse Grade 2 YP3-YP9
Business unit/department:	Intensive Care Unit Access Critical care, Imaging & Ambulatory Service Division (ACIA)
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Casual
Hours per week:	N/A
Reports to:	Nursing Workforce
Direct reports:	Nil
Financial management:	Nil
Date:	June 2025

Position purpose

As a casual clinical nurse, you are responsible for planning, implementing, and evaluating evidence-based nursing care in collaboration with the multidisciplinary team to achieve optimal patient outcomes. You will uphold professional, organisational, legal, and ethical standards.

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

About ICU Nurse Bank

The Nurse Bank role is flexible casual position, that sees the staff member working within ICU at Austin Health. The Nurse bank staff member is an experienced Critical Care Nurse and holds relevant Post Graduate Qualifications in Critical Care

The Austin Health Intensive Care Unit is a 35-bed unit with 29 ICU equivalent beds funded. We provide the state-wide and Tasmanian specialty service for liver transplant, fulminant liver failure, spinal cord injuries and the Victorian Respiratory Support Service (VRSS). In addition to this we are also specialists in cardiac surgery, neurosurgery, general medical, surgery and obstetrics ICU care.

ICU also provides the Critical Care Outreach Team who respond to and support patients who deteriorate or are at risk of deterioration in the inpatient areas. We have a strong teaching and research culture with our staff receiving recognition both nationally and internationally.

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

Position responsibilities

Direct Clinical Care:

- Act as clinical mentor/preceptor to entry to practice/ nursing students.
- 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 escalations and 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.
- 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:

- Contribute to the education and development of other nurses at unit level, as appropriate, to own role and level of experience.



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- Offer feedback to others that is specific, supportive, and non-judgmental.
- Participate in professional development activities within clinical environment.
- Maintain professional practice portfolio to reflect development of knowledge and skills over time.
- Increase scope of practice by participating in core competencies relevant to specialty practice.
- Identify opportunities for educational resources/ strategies to assist in delivery of bedside teaching.

Research:

- Assist in development of 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-centered care.
- Work within the National Safety and Quality Health Service (NSQHS) Standards providing evidence-based nursing care.
- Ensure practice compliance for all relevant guidelines and procedures.
- Model professional behaviors 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, EMR, First Net, PACS, Teams, Sharepoint , ATLAS, etc.
- 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 behavior.
- Role model Austin Values in daily practice.
- Clearly recognise own accountability for actions and behaviors as delegated as per NMBA Decision Making Framework.
- Recognise, acknowledge and value the unique contribution of individuals.

Selection criteria



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Essential Knowledge and skills:

- A commitment to Austin Health values
- Registered Nurse AHPRA registration
- Post graduate Certificate in Critical Care nursing qualification
- Recent experience and competence to work in the critical care nursing discipline.
- 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
- Commitment to working regular shifts and establishing relationships within ICU team

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.
- Affiliation or member of a professional nursing body. (e.g. Australian College of Critical Care Nurses)

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 immunization screening policy.



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- 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.



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