

**Austin Health**

**Position Description**

**Position Title: ICU Transition to Specialty Practice Nurse**

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| Classification: | Registered Nurse Grade 2 RN/M 8 YP8 |
| Business Unit/ Department: | Intensive Care Unit |
| Work location: | Austin |
| Agreement: | Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 |
| Employment Type: | Part-time, Fixed Term |
| Hours per week: | 32 |
| Reports to: | Nurse Unit Manager - ICU |
| Direct Reports: | Nil |
| Financial management: | Budget: N/A |
| Date: | July 2024 |

**About Austin Health**

Austin Health is one of Victoria’s largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here.](https://www.austin.org.au/Assets/Files/Diversity%20and%20Inclusion%20Plan%202020-2023.pdf)

**Commitment to Gender Equality**

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](https://www.austin.org.au/Assets/Files/AH-GEAP-2021-2024-v4-web.pdf) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

**About the Intensive Care Unit**

Austin Health ICU is a level 3 tertiary unit providing complex, multidisciplinary support to a broad range of patients including liver transplant, spinal injured patients, neurosurgical, cardiothoracic and liver failure. The ICU also offers ward support via the Critical Care Outreach Team and has a strong research and teaching culture.

The Intensive Care Unit Transition to Specialty Practice (TSP) Program is designed to introduce nurses to the critical care environment. Nurses will attend study days in conjunction with experiential learning to equip them with the knowledge and skills required for quality intensive care nursing practice. Concepts explored will include advanced patient assessment skills, haemodynamic monitoring and care of the patient requiring mechanical ventilation.

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

ICU TSP nurses will predominantly care for high dependency patients progressing to caring for higher acuity patients including ventilated patients. Nurses will have the option to explore further postgraduate studies in critical care.

A structured education program will allow nurses the opportunity to incorporate theoretical knowledge in planning and implementing patient centred care. Nurses will be encouraged to problem solve and develop critical thinking skills to apply in the clinical environment.

The program is supported by the ICU education team who have extensive clinical and education experience and a passion for supporting new learners.

**Purpose and Accountabilities**

**Role Specific:**

**Direct Clinical Care:**

* Ensure the well-being and safety of patients by following the values and principles, which underpin best practice in relation to patient care, education and patient rights.
* Utilise patient assessment information to adjust the care plan to meet health care needs.
* Achieve and maintain the skills necessary to plan prioritise and implement holistic patient care.
* 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.
* Assist with medical and diagnostic procedures carried out within the unit.
* Accurately document, observe and report relevant nursing findings, within the framework of the nursing process.

**Education:**

* Maintain and further develop skills, knowledge and competencies required to fulfil the role in line with current nursing knowledge and research.
* Maintain professional practice portfolio to reflect development of knowledge and skills over time.
* Complete all program requirements in the relevant timeframe set by the education team.
* Actively promote and undertake self-development and learning.

**Research**

* Understand research evidence and supporting guidelines related to area of nursing practice.
* Understand the importance of research in the development of nursing practice.
* Actively support and participate in quality improvement and research initiatives
* Contribute to an environment of multidisciplinary teamwork, maintaining a flexible approach to working in different localities serviced by the unit.

**Support of Systems**

* Maintain safe work practices and environment by actively reducing hazards, reporting accidents/incidents, following the principles of manual handling.
* Undertake performance review in accordance with Austin Health standards.
* 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.
* 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.
* Understand Austin Health Clinical informatics systems including Cerner, First Net, PACS, Patient Journey Board, EMR, ATLAS, etc.
* Demonstrate safe and ethical practice within health informatics systems.

**Professional Leadership**

* Reflect on own values, beliefs, communication style and experiences and consider how this influences own workplace behaviour.
* Role model Austin Values in daily 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.

**All Employees:**

* Comply with Austin Health [policies & procedures](https://austinhealth.sharepoint.com/sites/OPPIC) as amended from time to time
* Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
* Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
* Comply with the principals of patient centered care.
* Comply with Austin Health mandatory training and continuing professional development requirements.
* Work across multiple sites as per work requirements and/or directed by management.

**Selection Criteria**

**Essential Knowledge and skills:**

* A commitment to Austin Health values
* Registered Nurse AHPRA registration
* Recent acute nursing experience
* Commitment to quality, best practice and environmental safety
* Effective verbal and written communication skills
* Commitment to further self-development and education
* Patient centred approach to care delivery
* Knowledge of legal and ethical requirements
* Demonstrated ability to work within a multidisciplinary team
* Demonstrated ability to problem solve

**Desirable but not essential:**

* A sound understanding of information technology including clinical systems.

**All Employees:**

* Comply with Austin Health policies & procedures, which can be located on the intranet (The Pulse): <http://oppic/>
* Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
* Comply with the Code of Conduct

**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**

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](http://www.austin.org.au/careers/Aboriginalemployment/).

**Document Review Agreement**

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| **Manager Signature** |  |
| **Employee Signature** |  |
| **Date** |  |