

Position Description

Position Title: Post Graduate Nurse – Intensive Care Nursing

Classification:	Registered Nurse Grade 2 Year 2 – Grade 2 Year 8 (RN2 – RN8)
Business unit/department:	Intensive Care unit
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
	Choose an item.
	Choose an item.
Employment type:	Fixed-Term Part-Time
Hours per week:	32
Reports to:	Nurse Unit Manager-Intensive Care Unit
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	August 2026

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 patient outcomes. You will uphold professional, organisational, legal, and ethical standards, while also supervising and delegating to other health professionals, including Enrolled Nurses and Health Assistants in Nursing.

This postgraduate program supports the development of advanced clinical skills and knowledge required to deliver high-quality, evidence-based care to critically ill patients in the Intensive Care Unit. Participants will gain experience across all clinical areas and case allocations within ICU and are expected to contribute to the daily delivery of patient care in alignment with professional and organisational standards.

Through a structured education framework and in partnership with a university provider, students will receive comprehensive clinical support and learning opportunities. This program is designed for nurses following transitional programs or those with previous acute care or critical care experience, enabling them to become skilled ICU clinicians and emerging clinical leaders.

About the Directorate/Division/Department

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

Role Specific:

- Takes responsibility for recognising and meeting own learning needs by utilising the resources available, as well as participating in learning activities required in the post graduate clinical program
- Attends any scheduled study days and educational/learning activities and completes assessment tasks as outlined within the post graduate clinical program course guide
- Achieves and maintains the academic and clinical standards set within the post graduate clinical program course structure and overseen by the management and education teams
- Undertakes performance review in accordance with university partner and Austin Health standards
- Provides specialist skills and care related to the specialty as required in the post graduate clinical 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



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- Make appropriate referrals to the multidisciplinary team to pre-empt needs of the patient and follow up that the referral has been actioned
- 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
- Utilise monitoring processes to evaluate patient care outcomes based on strategies developed in 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:

- 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-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



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- 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
- 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 skills and experience:

- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- At least two year's acute nursing experience
- Demonstrated commitment to intensive care nursing
- 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
- Ability to meet academic and clinical requirements as part of post graduate clinical program
- **Ongoing Employment in the Intensive Care Unit is subject to successful completion of the academic and clinical course of study and meeting clinical competencies**

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant



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to the Management of rostering and risk management reporting or as required for the role and/or department

- Previous experience working in an intensive care unit

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



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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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