

Position Description

Position Title: ICU Transition to Specialty Practice Nurse

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:	ICU Nurse Unit Manager
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	Aug 2026

Position purpose

The Intensive Care Unit (ICU) Transition to Specialty Practice (TSP) Program is designed to introduce nurses to the critical care environment through a combination of structured education and supported clinical practice. Participants will attend dedicated study days alongside supervised clinical learning to develop the foundational knowledge and skills essential for safe, high-quality intensive care nursing.

Key learning areas include advanced patient assessment, haemodynamic monitoring, and foundational principles in the care of mechanically ventilated patients. Throughout the 12-month fixed-term program, nurses will initially care for high dependency patients and, with increasing competence and confidence, will progress to managing higher acuity patients, including those requiring mechanical ventilation.

This program is ideal for nurses with over 12 months' experience in an acute care setting who are seeking to advance their clinical skills and explore a career in critical care. A structured education framework supports the integration of theoretical knowledge with clinical practice, fostering critical thinking and sound clinical decision-making.

Participants will be supported by a dedicated ICU education team, comprised of experienced clinicians and educators committed to guiding and mentoring nurses throughout their transition into intensive care. The program also offers a pathway to further postgraduate studies in critical care nursing.

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

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.
- Prioritise and deliver care within scope of practice and according to nursing care plan
- 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

Education:

- Maintain and further develop skills, knowledge and competencies required to fulfil the role in line with current nursing knowledge and research.



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- 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.
- Demonstrate enthusiasm for own learning and development
- Actively seek out educational opportunities to further own development

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

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, 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.
- 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



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Selection criteria

Essential skills and experience:

- 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.

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.



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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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