

Position Description

Registered Nurse Division 1

Classification:	Registered Nurse Division 1
Business unit/department:	Surgery, Anaesthesia & Procedural Medicine
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:	Full-Time or Part-Time
Hours per week:	As per contract
Reports to:	Nurse Unit Manager
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	November 2025

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

As a Registered Nurse at Austin Health in the Cardiac Catheterisation Laboratories (CCL), you are responsible for planning, implementing and evaluating evidence based interventional cardiac nursing care in collaboration with the multidisciplinary team to achieve optimal healthcare outcomes for our patients.

The registered Nurse is a key member of the health care team responsible for ensuring nursing professional, organizational, legal and ethical standards are met. They will ensure all clinical practices meet professional, organisational, legal, and ethical standards while delivering safe, efficient, and patient-centred care within the Cath Lab environment. Responsibilities include scrubbing, circulating, and monitoring during procedures, managing emergencies, preparing and operating specialised equipment, and supporting optimal patient outcomes. The RN will perform all duties in line with departmental standards and is expected to participate in the Austin Health performance review program and complete all mandatory training requirements.

About the Directorate/Division/Department

The CCL, located on Level 5 North in the Austin Tower, is part of the Cardiology department within the Directorate of Surgical, Anaesthesia & Procedural Medicine (SAPM). It provides comprehensive cardiac services including diagnostic, interventional, electrophysiology, and structural heart procedures for patients with cardiovascular disease.

The unit also features a dedicated day recovery area for patient care before and after cardiac procedures.

Standard operating hours are Monday to Friday, 0730 to 1830. In addition, the CCL provides a 24/7 on-call service for emergency cardiac procedures.

Position responsibilities

Role Specific:

Direct Clinical Care:

- Contributes to creating a team environment, which promotes a positive culture, opportunity for learning and development, safety and welfare of employees
- Act as mentor to point of care nursing staff
- To be responsible for the day-to-day provision of patient care in the CCL and recovery area. Including performing in all nursing roles such as scrubbing, scouting, patient recovery and nursing support for the echocardiography service, ensuring standards meet professional, organisation, legal and ethical requirements.
- To participate in the on-call roster for weeknights, weekends and public holidays.
- Displays an ability to analyse situations and make appropriate decisions in a timely manner that meets the needs of patients, staff and organisation.
- 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.
- Contributes positively to leadership team discussions to assist the NUM and ANUMs to make well-informed decisions.
- Demonstrates an ability to make effective decisions within an agreed specified time.
- Demonstrates integrity by building trust and mutual respect between self, colleagues and stakeholders.
- Provides clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a patient focused model of care
- Act as the management resource; assist in the training, assessment and development of nursing students, new staff and others as required
- Other duties as directed / required

Education:

- 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.
- Participate in professional development activities within clinical environment such as involvement in ward/unit portfolios.
- 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.



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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.
- 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.
- 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 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-centred 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 skills and experience:

- A commitment to Austin Health values
- Post graduate qualification in Cardiac/ Critical Care Nursing
- Substantial clinical experience in Cardiac Catheterisation Laboratory Nursing
- Ability to participate in the on-call roster
- Ability to manage a clinical portfolio
- Experience in managing patient flow and prioritising patient access
- Ability to communicate effectively in both written and verbal form



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- Demonstrated ability to effectively use IT systems and various digital platforms
- Ability to problem solve in a variety of complex situations
- Ability to assist and support the implementation of quality and change management initiatives and clinical projects.

Professional qualifications and registration requirements

- Registered Nurse Division 1 registered with the Nursing and Midwifery Board of Australia

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

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



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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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