

Position Description

Position Title: Registered Nurse

Classification:	Registered Nurse G2 (Year 2 – Year 8)
Business unit/department:	Division of Surgery, Anaesthesia & Procedural Medicine – Access, Planned Procedures and Endoscopy Services
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 Full-Time or Part-Time
Hours per week:	60 available
Reports to:	Nurse Unit Manager
Direct reports:	None
Financial management:	Budget: Nil Responsibility
Date:	July 2026

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, you are responsible for planning, implementing and evaluating evidence-based 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 professionals, organisational, legal and ethical standards are met.

The Registered Nurse is responsible for supervising and delegating to other health professionals such as Graduate nurses and Students.

About the Directorate/Division/Department

The Surgery Centre (TSC) provides a unique service by separating short-stay and day case elective surgery from emergency surgery that is performed at Austin campus. TSC comprises eight Operating Rooms, two Endoscopy rooms, Procedure room, 12 bay Recovery Room. The inpatient ward consists of 32 available overnight beds and a Satellite Unit with 21 spaces for day surgery capacity. TSC ward is operational over 7 days per week, 24 hours per day.

The position is within the ward at TSC where a diverse range of surgery is performed, including Orthopaedics, Urology, Ophthalmology, Plastics, Endoscopy, Gynaecology, ENT and General Surgery. You must demonstrate excellent listening and communication skills with the ability to cope with working in a dynamic and changing environment. Nursing staff are supported clinically by a Nurse Educator, Graduate Support Nurse and ward based Clinical Nurse Specialists.

Our philosophy is to provide a welcoming environment where the emphasis is on providing quality and effective care for our patients in a supportive and nurturing environment.

Position responsibilities

Role Specific:

Professional Practice

- Practices within own scope of practice in accordance with legislation affecting nursing practice and healthcare.
- Fulfils the duty of care.
- Practices within a professional and ethical nursing framework in accordance with the policies of the organization
- Practices in a way that acknowledges the dignity, culture, values, beliefs and rights of individuals / groups and aligns to Austin Health's Organisational values.
- Acts as an advocate for patients within organisational and management structures of Austin Health
- Recognises the difference in accountability and responsibility between registered nurses and enrolled nurses.
- May be required to act in-charge of the unit / ward when the NUM / ANUM is unavailable to do so.
- Recognises and responds appropriately to unsafe or unprofessional practice.

Critical Thinking and Analysis

- Uses best available evidence and nursing expertise to improve current practice.
- Identifies and supports the relevance of nursing and health research to improve patients' health outcomes.
- Participates in the cycle of continuous quality improvement and service redesign activities.
- Participates in the ongoing professional development of self and others accepting responsibility for own learning.
- Supports the development of others by acting as a resource to colleagues, participating in orientating, preceptoring and mentoring of students and new staff including graduate nurses and other learners.



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Provision and Coordination of Care

- Performs a systematic and focused nursing assessment of patient and environment as required.
- Plans and evaluates nursing care in consultation with patients and the multidisciplinary healthcare team.
- Provides safe and effective evidence-based nursing care to achieve optimal health outcomes for patients.
- Delegates aspects of care to others according to their competence and scope of practice
- Prioritises workload based on needs, acuity and optimal time for intervention.
- Responds effectively to unexpected or rapidly changing clinical situations.
- Accepts accountability for own actions and seeks guidance when a situation exceeds experience or knowledge.
- Documents all aspects of care, analyses and interprets data accurately utilising the organisations clinical patient information and documentation systems.

Collaborative and Therapeutic Practice

- Establishes, maintains and appropriately concludes therapeutic relationships recognising professional boundaries.
- Communicates and collaborates effectively with others to facilitate the provision of care.
- Demonstrates respect for cultural, psychosocial, spirituality of individuals.
- Utilises the resources of the organization responsibly in a cost-effective manner
- Prioritises safety by identifying or preventing environmental hazards where possible.
- Maintains standards for infection control.
- Participates in annual mandatory competencies required by the organisation

Selection criteria

Essential skills and experience:

- Ability to work in a high functioning team environment.
- A patient/customer focused approach to care delivery
- Critical thinking skills and the ability to work autonomously.
- Open, flexible & innovative
- A positive approach to ongoing self-education and skill development
- Advanced interpersonal skills
- Commitment to quality, best practice and environmental safety
- Ability to communicate effectively in both written and verbal form.
- Ability to problem solve in a variety of situations.
- Satisfactory Police and Working with Children Checks.



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Desirable but not essential:

- Competent computer skills
- Experience in surgical nursing and day surgery procedures.
- Experience in patient education in the pre- and post-operative period
- Willingness to assist as requested in other wards/units.

Professional qualifications and registration requirements

Registered Nurse 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.



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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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