Austin Health
Position Description

Position Title: Registered Nurse Grade 2

Classification:	Registered Nurse Grade 2 (YP2-YP8)
Business Unit/ Department:	Radiology and Molecular Imaging & Therapy
Work location:	Austin Health [x] Heidelberg Repatriation [x]
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Employment Type:	Fixed-Term Full-Time
Hours per week:	40 (maternity leave cover until September 2025)
Reports to:	Nurse Unit Manager
Direct Reports:	
Financial management:	Budget:
Date:	27/6/24

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.

Position Purpose

The role of a Radiology & Molecular Imaging and Therapy Nurse is to provide patient care for patients undergoing diagnostic and interventional Imaging procedures. Nurses provide pre, peri and post examination care for patients undergoing General X-ray, CT, MRI, Ultrasound, Nuclear Medicine & PET. Nurses also provide pre, peri and post procedure care for patients undergoing CT, Ultrasound, Fluoroscopy and Angiography guided procedures such as biopsies, drain tube insertions, central line insertions and peripheral angiograms. The duties of a Radiology & Molecular Imaging and Therapy Nurse include but are not limited to:

- Preparation of patients undergoing examinations such as Ultrasound, CT, MRI, Nuclear Medicine, and PET including IV Cannulation.

- Admission of patients undergoing procedures such as biopsy, drainage, and Angiography.

- Assistance in the performance of radiology procedures including Scrub and Circulation Nurse roles.

- Administration of Conscious Sedation.

- Assistance with patient positioning for imaging scans.

- Post procedure care, recovery and discharge.

- Escorting of patients post examination/procedure to wards.

- Education of patients and their families.

- Provide an expert resource to wards and departments involved in the care of patients requiring specific services of the department.

- Facilitate and promote a team approach within the department.

The Radiology & Molecular Imaging and Therapy Nurse provides direct clinical care to the patients of Austin Health. They work Monday to Friday with hours varying from 0730-2000 They perform weeknight and weekend overtime and on-call duties as rostered and required across both the Austin and Repatriation Campus Radiology & Molecular Imaging and Therapy Department facilities.

About Radiology & Molecular Imaging & Therapy

The Imaging services comprise Radiology and Molecular Imaging and have multiple sites across Austin Health. Austin Radiology provides imaging services across all three campuses whilst Molecular Imaging is performed at the Austin Hospital and the Repatriation campus. There has been and continues to be a growth in the use of hybrid imaging technology, utilising the capabilities of both radiology and molecular imaging to optimise patient care.
Radiology at Austin Hospital includes services to acute inpatients, emergency department patients and patients undergoing Interventional radiology. The Molecular

Imaging and Therapy service similarly provides a wide range of services to both inpatients and outpatients at the Austin campus, with the growing delivery of therapies being performed at the Austin site.

Heidelberg Repatriation Hospital is the major outpatient facility for both services and provides General Radiography, CT, Ultrasound and Mammography as well as SPECT CT, Cardiac Imaging and some general imaging.

Both Radiology and Molecular Imaging and Therapy use ionising Radiation such as X-Rays and gamma rays to help diagnose and treat patient conditions. Radiology uses machines that produce the radiation and Molecular Imaging and Therapy uses radioactive materials administered to patients. It is important for staff working across both departments to follow Organisational and Legislative requirements related to Safe Radiation Practices.

An integrated RIS/PACS system is in place and all radiology images are digital (except mammography) and archived on the hospital SAN. Molecular Imaging is progressively implementing a full RIS/PACS system.

As part of the clinical team, nursing services are provided at both Austin Hospital and HRH. Nursing staff rotate across both campuses. A comprehensive education and training program exists for all nursing staff with support from within the service and Clinical Nursing Education Department.

Purpose and Accountabilities

Role Specific:

Direct Clinical Care:
- Act as clinical mentor/preceptor to entry to practice/ nursing students.
- 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.
- 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.
- Maintain current contemporaneous documentation regarding patient 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.
- Practices in accordance with the Organisational Radiation Management Plan to ensure safe radiation procedures are followed
- The position requires the wearing of protective lead clothing to comply with radiation safety precautions.

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.

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

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

Selection Criteria

Essential Knowledge and skills:
- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- 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
- Recent, relevant acute post-registration nursing experience.
- Strong organisational, communication, interpersonal and time management skills.

- Demonstrated commitment to continuing professional development of self and others.
- Ability to work both independently and within a multidisciplinary team.
- Competence in the use of Information Technology.
- Commitment to maintain current knowledge of procedures, policies, regulations and standards of the department and organization.
- Accountability for nursing practice.
- Commitment to undertake requirements of the role as varied from time to time
- IV Cannulation.
- Commitment and responsibility to follow safe Radiation working practices to keep exposure to ionising radiation for self, other staff members and patients **A**s **L**ow **A**s **R**easonably **A**chievable (**ALARA** principles) by
  - Minimising exposure time to the radiation source
  - Maximising distance from the source
  - Wearing of lead personal protective equipment.
- Perform full range of shifts required to deliver nursing services within the Radiology and Molecular Imaging Departments.
- Ability to work a minimum of 3 x 8hrs shifts per week providing direct clinical care to maintain clinical competency in order to
  - work across all modalities including our complex interventional areas
  - support the wide range of complex clinical services provided by the department during business hours
  - perform and support emergency procedures out of hours when "on call"
- Flexibility for overtime and 'On Call' requirements (overnight and 24hr weekend coverage) as rostered and required.
- Lives within 30min travel timeframe of Austin Hospital for On Call requirements.
- Ability to respond effectively in emergency situations.
- Commitment to quality, practice with evidence based principles and environmental safety.
- Able to work at Austin and Repat Campuses in all patient care areas- Computerised Tomography, Ultrasound, Fluoroscopy, Angiography, MRI, In-patient Waiting Room, Procedure Recovery, Nuclear Medicine and PET.
- Administration of conscious sedation, monitoring and recovery of patients peri and post procedure.

Desirable but not essential:
- ECG Rhythm recognition skills.
- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Previous experience in Radiology, Nuclear Medicine, Day procedure, Scrubbing/Scouting Nursing roles.

Pre-Existing Injury
- Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

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

We welcome applications from Aboriginal and Torres Strait Islander people. 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

Document Review Agreement

Manager Signature	
Employee Signature	
Date	

People Management Role-Direct Reports