Position Description

Critical Care Registered Nurse Grade 2

Classification:	Critical Care Registered Nurse Grade 2 (YP3-YP9)
Business unit/department:	Intensive Care Unit Access Critical care, Imaging & Ambulatory Service Division (ACIA)
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
Employment type:	Full-Time or Part-Time
Hours per week:	As per contract
Reports to:	Nurse Unit Manager
Direct reports:	Nil
Financial management:	Budget: NIL
Date:	November 2026

Position purpose

As a clinical nurse, you are supported in your role by all other ICU nursing positions, which will help you provide excellent patient care. Understanding the importance of establishing a relationship between the patient and yourself to achieve the best possible outcomes for patients in your care is essential.

You will demonstrate the core nursing values of patient-centred care, trust and respect in every interaction with patients and your colleagues. As the primary nurse, you are accountable for establishing and evaluating the patient's plan of care in partnership with the patient, their carers and other members of the health care team. In your role as a registered nurse, you are responsible for facilitating the plan of care for our patients.

The purpose of the position is to ensure that nursing care is provided in a safe and supportive environment and of a high standard to ensure that: ☒

- Services and care provided are in accordance with legislation, protocols policies, procedures and guidelines,
- Within their scope of individual practice ☒
- Migrate foreseeable clinical risks

About the Austin Intensive Care Department

The Intensive Care Unit provides multidisciplinary care to a wide variety of critically ill patients, in a highly technological environment, with an emphasis on direct patient- and family-centred care during a stressful time in their lives.

Austin ICU is a state-of-the-art facility with 29 beds, providing care for over 2000 ICU patients, 2200 outreach patients, and 500 liaison patients per year. Our specialties include spinal trauma, liver transplantation, cardiac surgery, neurological interventional surgery, orthopedic, thoracic and general surgery and medicine; in addition to a range of acute medical patients.

Austin ICU provides the hospital's Medical Emergency Response Team, delivering the MET service to Austin Hospital and undertaking significant local, national, and international research projects. ICU also provides a hospital-wide supportive service to ward-based patients through the Critical Care Outreach Team.

The ICU fosters a strong teaching and research culture, with our nursing and medical 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 centre of everything we do.

Position responsibilities

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.
- 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.
- Make appropriate escalations and referrals to the multidisciplinary team to pre-empt needs of the patient and follow up that the referral has been actioned.
- 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.

Education:

- Contribute to the education and development of other nurses at 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, EMR, First Net, PACS, Teams, Sharepoint , 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.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values
- Registered Nurse AHPRA registration
- Post graduate Certificate in Critical Care nursing qualification
- Experience and competence to work in the critical care nursing discipline.
- 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

Desirable but not essential:

- 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.
- Affiliation or member of a professional nursing body. (e.g. Australian College of Critical Care Nurses)

Professional qualifications and registration requirements

- Registered Nurse AHPRA registration
- Post graduate Certificate in Critical Care nursing

Quality, safety and risk

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.
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Other conditions –

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 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.