Austin Health
Position Description

Position Title: Registered Nurse Grade 2

Classification:	Registered Nurse Grade 2 YP3-YP9
Business Unit/ Department:	Nursing Workforce Unit
Work location:	Austin Health [x] Heidelberg Repatriation [x] Royal Talbot [x] Other [ ] (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
Employment Type:	Fixed Term or Permanent Full time or Part Time
Hours per week:	As per contract
Reports to:	Operational: ADON- Nursing Workforce Unit Professional: Chief Nursing Officer
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	April 2025

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

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 professional, organisation, legal and ethical standards are met. The Registered Nurse is responsible for supervising and delegating to other health professionals such as Enrolled Nurses and Registered Undergraduate Students of Nursing.

About Nurse Pool

The Nurse Pool position is a role that sees the nursing staff member working across multiple departments across all Austin Health campuses on a 24/7 rotating roster. The Nurse Pool staff may be allocated to work in either
• Acute
• Continuing Care
• Mental Health – if applicable
• Specialty areas (e.g. ICU, Emergency, Perioperative, Paediatrics) for those with relevant experience and/or qualifications.

Allocation of shifts to Nurse pool staff will be managed by the Austin Health Nursing Workforce Unit. Shifts will be allocated according to organisational requirements on a shift by shift basis.

Purpose and Accountabilities

Role Specific:

Direct Clinical Care:
- 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 EMR Comprehensive Patient View
- 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 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.
- Act as clinical mentor/preceptor to entry to practice/ nursing students.

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

Selection Criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Minimum of twelve months acute care experience post initial registration as a Registered Nurse
- 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:

- Working with children's check
- 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

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	