Position Description

Registered Nurse

Classification:	Registered Nurse Grade 2
Business unit/department:	Ward 7 West
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:	92hrs per week fixed-term 84hrs per week permanent
Reports to:	Nurse Unit Manager
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	October 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

The Registered Nurse contributes to the delivery of safe, high-quality, person-centred care within a fast-paced acute medical environment. The role supports patient flow, interdisciplinary care planning, discharge coordination and clinical excellence through evidence-based practice, professional accountability and continuous improvement.

The Registered Nurse is a key member of the health care team responsible for ensuring nursing professional, organisational, 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 (RUSONs).

About the Directorate/Division/Department

Ward 7 West is a 32-bed acute medical ward within the Medical & Cancer Services Division, part of the Chief Operating Directorate. The Division delivers a broad range of medical, cancer and specialist services, including

- Clinical Pharmacology
- Nephrology
- General Medicine
- Paediatrics
- Dermatology
- Oncology
- Haematology
- Palliative Care
- Genetic Services
- Neurosciences
- Endocrinology
- Rheumatology
- Infectious Diseases and Infection Prevention & Control
- Respiratory and Sleep Medicine
- Radiation Oncology
- Day Oncology & Apheresis
- Cancer Clinical Trials
- Wellness & Supportive Care
- Victorian Spinal Cord Service

Ward 7 West provides care to patients with complex and diverse medical conditions, primarily admitted under General Medicine. The ward operates in a dynamic, high-turnover environment and plays a key role in supporting timely patient flow from the Emergency Department and critical care areas.

The ward cares for a significant number of older adults with multiple comorbidities, frailty, dementia, delirium and complex discharge needs. Staff work collaboratively with patients, families and the multidisciplinary team to support safe care, timely discharge and positive patient outcomes.

Care is delivered through a collaborative interdisciplinary model, with nursing, medical and allied health teams working closely together to optimise patient outcomes and ensure safe, coordinated care. The ward is committed to meeting the needs of a diverse patient population and delivering safe, effective clinical outcomes.

The ward is also a supportive learning environment, with a strong focus on education, professional development and continuous learning. The ward actively supports healthcare students, early career professionals and doctors in training through structured learning opportunities and a culture that promotes continuous development.

Position responsibilities

Role Specific:

In accordance with the Nursing and Midwifery Board of Australia approved Standards for Practice for the Registered Nurse 2016, position accountabilities for the Registered Nurse are described below. Comprehensive detail of the Standards is available at http://www.nursingmidwiferyboard.gov.au

Thinks critically and analyses nursing practice

- Registered Nurses use a variety of thinking strategies and the best available evidence in making decisions and providing safe, quality nursing practice within person-centered and evidence-based frameworks

Engages in therapeutic and professional relationships

- Registered Nurse practice is based on purposefully engaging in effective therapeutic and professional relationships. This includes collegial generosity in the context of mutual trust and respect in professional relationships.

Maintains the capability for practice

- Registered Nurses, as regulated health professionals, are responsible and accountable for ensuring they are safe, and have the capability for practice. This includes ongoing self-management and responding when there is concern about other health professionals' capability for practice. Registered Nurses are responsible for their professional development and contribute to the development of others. They are also responsible for providing information and education to enable people to make decisions and take action in relation to their health.

Comprehensively conducts assessments

- Registered Nurses accurately conduct comprehensive and systematic assessments. They analyse information and data and communicate outcomes as the basis for practice.

Develops a plan for nursing practice

- Registered Nurses are responsible for the planning and communication of nursing practice. Agreed plans are developed in partnership. They are based on the Registered Nurse's appraisal of comprehensive, relevant information, and evidence that is documented and communicated.
- Provides safe, appropriate and responsive quality nursing practice
- Registered Nurses provide and may delegate, quality and ethical goal-directed actions. These are based on comprehensive and systematic assessment, and the best available evidence to achieve planned and agreed outcomes.

Evaluates outcomes to inform nursing practice

- Registered Nurses take responsibility for the evaluation of practice based on agreed priorities, goals, plans and outcomes and revises practice accordingly

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): http://eppic/
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values
- For specialty areas- related post graduate qualifications in area of specialty
- Minimum of twelve months acute / sub-acute care clinical 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:

- 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

Professional qualifications and registration requirements

- Registration as a Registered Nurse with the Nursing & 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 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.