

# Position Description

## Position Title: Registered Nurse

|                                  |                                                                                                                                                                                                                              |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Classification:</b>           | Registered Nurse Grade 2                                                                                                                                                                                                     |
| <b>Business unit/department:</b> | Ward 3North – Acute Spinal                                                                                                                                                                                                   |
| <b>Work location:</b>            | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/><br>Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify) |
| <b>Agreement:</b>                | Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028                                                                                                                     |
|                                  | Choose an item.                                                                                                                                                                                                              |
|                                  | Choose an item.                                                                                                                                                                                                              |
| <b>Employment type:</b>          | Full-Time or Part-Time                                                                                                                                                                                                       |
| <b>Hours per week:</b>           | Negotiable                                                                                                                                                                                                                   |
| <b>Reports to:</b>               | Business – Nurse Unit Manager (NUM)<br>Professional – Chief Nursing Officer                                                                                                                                                  |
| <b>Direct reports:</b>           | NA                                                                                                                                                                                                                           |
| <b>Financial management:</b>     | Budget NA                                                                                                                                                                                                                    |
| <b>Date:</b>                     | May 2026                                                                                                                                                                                                                     |

### 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 Health Assistants in Nursing.

### About the Directorate/Division/Department

3 North is an acute 20 bed ward that forms part of the acute care within the Victorian Spinal Cord Service (VSCS).

The VSCS is state-wide spinal cord service that provides acute management of traumatic spinal cord injuries for people residing in the Riverina of NSW and Tasmania.

The VSCS is a clinical service that extends across the ARMC and RTRS campuses. The VSCS provides a range of inpatient, outpatient and community services whilst also working in partnership with community agencies in providing services.

## 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

- RNs 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

- RN 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

- RNs, 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. RNs 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

- RNs 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

- RNs are responsible for the planning and communication of nursing practice. Agreed plans are developed in partnership. They are based on the RNs appraisal of comprehensive, relevant information, and evidence that is documented and communicated.
- Provides safe, appropriate and responsive quality nursing practice
- RNs 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

- RNs 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.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

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 centered 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:

- 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
- A commitment to Austin Health Values

### 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
- Clinical experience in the management of patients who have sustained a Spinal Cord Injury

## 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.



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

- 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.



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future