

Position Description

Registered Nurse – Ward 9

Classification:	Registered Nurse
Business unit/department:	Ward 9
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (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:	1.4 FTE
Reports to:	Nurse Unit Manager Ward 9
Direct reports:	None
Financial management:	Budget: Nil responsibility
Date:	February 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

As a Registered Nurse at Austin Health you are responsible for planning, implementing and Austin Health Position Description 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 Nursin

About the Directorate/Division/Department

Ward 9 is a 24 bed ward located at the Heidelberg Repatriation Hospital Campus of Austin Health. The Ward is a Geriatric Evaluation & Management Unit accepting admissions on a referral basis from the acute wards. The Unit has been established to provide care for older patients who have completed their acute episode of care and who are in need of further assessment and planning in relation to their long term care needs.

The primary clinical purpose of Geriatric Evaluation and Management (GEM) is to improve the functioning of older people with multidimensional health needs.

Ward 9 specializes in managing people who have complex and multiple medical, functional

and often cognitive conditions requiring a geriatric assessment. This service model provides specialist assessment and management by an interdisciplinary team where care, all assessment and planning can occur

The Unit is staffed by a highly skilled, committed, inter-disciplinary team comprising:

Medical Staff – Resident, Aged Care Registrar, Geriatrician and Psychiatrist

Nursing Staff

Allied Health Staff

Patient Services Assistants

Ward Clerk

As a sub-acute unit, nursing, medical and allied health staffing reflects needs of patients at this stage in their care.

Position responsibilities

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

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.

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 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.

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.



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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.

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

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.*



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- 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.



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