

Position Description

Registered Nurse Grade 2

Classification:	Registered Nurse Grade 2 YP3-YP8
Business unit/department:	Nursing Workforce Unit
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☒ 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:	Nurse Workforce Unit Coordinator
Direct reports:	N/A
Date:	October 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

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.

Position responsibilities

Direct clinical care

- Use patient assessment information to adjust the care plan to meet healthcare needs.
- Facilitate active patient involvement in adapting goals of care and confirm understanding through teach-back.
- Escalate to the multidisciplinary team to modify the plan of care when abnormalities are identified or the clinical situation is unfamiliar or unexpected.
- Document comprehensive care priorities, including discharge planning, aligned with goals of care and patient assessment information.
- Prioritise and deliver care within scope of practice and according to the EMR Comprehensive Patient View.
- Facilitate active patient and family participation in delivery of goals of care, including handover.
- Recognise and seek support when input is required from senior or experienced staff.
- Recognise normal baseline and abnormal patient information and escalate care when abnormal findings are identified.
- Complete all clinical requirements of nursing orientation and induction.
- Make appropriate referrals to the multidisciplinary team, anticipate patient needs and follow up that referrals have been actioned.
- Maintain current, contemporaneous documentation regarding patient care delivery.
- Recognise when care is outside the expected trajectory and escalate concerns.
- Actively participate in huddles and handover, recognising deviation between handover content and clinical presentation.
- Act as a clinical mentor or preceptor to entry-to-practice nurses and nursing students.

Education

- Contribute to the education and development of other nurses at ward or unit level, appropriate to the role and level of experience.
- Offer feedback that is specific, supportive and non-judgmental.
- Participate in professional development activities within the clinical environment, including ward or unit portfolios.
- Maintain a professional practice portfolio that reflects 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 and strategies that support bedside teaching.



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Research

- Assist in the development of Austin Health evidence-based guidelines.
- Understand research evidence and supporting guidelines relevant to the 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 Standards and provide evidence-based nursing care.
- Ensure practice complies with all relevant guidelines and procedures.
- Model professional behaviours and actions when risks and incidents are identified.
- Understand and follow workplace safety principles and contribute to workplace safety audits.
- Understand Austin Health clinical informatics systems, including Cerner, FirstNet, PACS, Patient Journey Board, EMR and ATLAS.
- Demonstrate safe and ethical practice within health informatics systems.

Professional leadership

- Provide appropriate delegation, supervision and support to staff in accordance with the NMBA Decision-making framework.
- Reflect on personal values, beliefs, communication style and experience, and consider how these influence workplace behaviour.
- Role model Austin Health values in daily practice.
- Recognise accountability for actions and behaviours, including delegated practice under the NMBA Decision-making framework.
- Recognise, acknowledge and value the unique contribution of individuals.

Selection criteria

Essential skills and experience

- Minimum of 12 months acute care experience after 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 and team-oriented approach to service delivery.
- A positive approach to change and diversity.

Desirable but not essential

- Current Working with Children Check.
- A sound understanding of information technology, including clinical systems and applications relevant to rostering and risk management reporting, or as required for the role or department.



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Professional qualifications and registration requirements

- Current registration as a Registered Nurse 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.
- 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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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.



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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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