

# Position Description

## Registered Nurse, Heart Failure Rehabilitation

<b>Classification:</b>	RN Grade 3B Y1 (YU11)
<b>Business unit/department:</b>	Complex Care Management, Health Independence Program (HIP), Continuing Care Division
<b>Work location:</b>	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
<b>Employment type:</b>	Part-Time
<b>Hours per week:</b>	12 hours/week Mondays and Thursdays
<b>Reports to:</b>	Operational: HIP Team Leader – Complex Care Management (HIP) Professional: Site Director of Nursing
<b>Direct reports:</b>	Nil
<b>Financial management:</b>	Budget: Nil
<b>Date:</b>	December 2025

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 Heart Failure Rehabilitation Nurse will safely and effectively manage patients within the Heart Failure Rehabilitation Program at Austin Health including assessment, monitoring, supervision of exercise and education. The Nurse will provide consultation and work collaboratively with all health professionals and relevant stakeholders in the rehabilitation of patients with heart failure.

The position will contribute to the overall HIP objective - to support HIP eligible people to remain living at home and to prevent unnecessary representation to the Emergency Department or admission to Austin Health.

### About the Health Independence Program

Austin's Health Independence Program (HIP) is funded by the Victorian Department of Health and Human Services and is part of the Continuing Care Division. HIP provides multi-disciplinary services that support people with health problems and other complex conditions to optimise their function

and self-management skills so that they can live independently and well in their homes and community.

The Health Independence Program encompasses many of the services that deliver health care to support the transition from hospital to home. These services can also prevent the need for a hospital presentation or stay, with people able to access these services directly from the community.



The Heart Failure Rehabilitation Program is a multidisciplinary program, based at the Royal Talbot campus, and is coordinated by the Heart Failure Rehabilitation Co-ordinator.

Following the initial assessment, patients are allocated to either a telehealth program (home exercise program with eight phone or Health Direct video call sessions over the following eight weeks) or an onsite face-to-face exercise program (twice per week for eight weeks) under the supervision of the multidisciplinary team.

At the end of the eight weeks, a post program review is conducted, goals are set for the next six months and a plan for ongoing exercise is decided upon. The patient is followed up by the team again in six and twelve months.

## Position responsibilities

### Role Specific:

- Demonstrate an advanced level of clinical knowledge relevant to Heart Failure management.
- Undertake initial assessment of patients referred to the Heart Failure Rehabilitation Program, post program reviews (at 8 weeks) as required, and at 6 and 12 months as required.



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

- Supervise, monitor, and educate patients undertaking gymnasium-based exercise and home exercise.
- Contact and educate patients undertaking home exercise programs (via phone or Health Direct video calls) using motivational techniques to elicit behaviour change and improve self-management of the patient's heart failure.
- Maintain Heart Failure Rehabilitation Program documentation for each patient.
- Liaise with other health professionals within the Rehabilitation team to ensure that patient care is delivered through an integrated, multi-disciplinary approach.

### **Direct Clinical Care**

- Actively participate with the multidisciplinary team, and in partnership with patient, to plan and adapt care according to their heart failure rehabilitation goals.
- Utilise and interpret patient assessment information to inform ongoing therapy whilst of the program.
- Support others to develop skills in utilisation and interpretation of assessment information, as appropriate
- Share expert clinical knowledge with other members of the Heart Failure Rehabilitation program, through communication, modelling, and teaching.
- Provide clinical expertise and advocacy to the patient/family in the ongoing management, adaptation, and delivery of rehabilitation interventions, within scope of practice.
- Identify key priorities to be addressed within complex/unstable situations.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Demonstrate clinical reasoning and a comprehensive understanding of abnormal trends and patient conditions in complex situations.
- Escalate abnormal findings and participate in clinical decision making with the multidisciplinary team.
- Provide clinical leadership in structured review and clinical huddles, to evaluate rehabilitation program delivery.
- Provide expertise in management of complex situations and generate alternative course of action.
- Lead local continuous quality improvement to ensure safe, contemporary, and effective care/therapy.
- Actively participate in Heart Failure Rehabilitation Program meetings, clinical huddles, and case conferences, information, and planning sessions.

### **Education**

- Actively engage and contribute to the education and professional development of self and others at unit level.
- Offer feedback to others which is specific, supportive, nonjudgmental, timely and reflective.
- Show use of various educational strategies, including reflective practice, to further one's own professional development.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Demonstrate self-initiative in undertaking further educational opportunities.
- Lead/participate in local networks and forums to share and extend professional knowledge and build collegial support.



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

## Research

- Demonstrate sound knowledge of research evidence related to area of practice.
- Promote and facilitate evidence-based care in local area.
- Create, participate, and support others in the development of evidence-based guidelines.
- Identify best practice research to address gaps in nursing practice.
- Participate in research activity under direction/ supervision.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.

## Support of Systems

- Support others to understand the Austin Health vision and integrate strategic priorities into clinical practice.
- Support others to understand the Austin Nursing Vision.
- Support others to understand the National Safety and Quality Health Service Standards (NSQHS) Standards and the implications for practice.
- Actively participate in role as NSQHS Standards clinical champion with specified portfolio for local level.
- Contribute to new or revised guidelines or procedures relevant to local clinical area.
- Lead quality improvement initiatives to address identified gaps at the local level.
- Identify practice gaps and implement projects based on clinical audit methodology and PDSA (Plan Do Study Act) cycle.
- Understand clinical audit and practice improvement initiatives and results at local level.
- Provides reports to Manager on audit results and deliver presentations to colleagues.
- Meets activity (funding) targets as agreed for the Heart Failure Rehab service.
- Contribute to workplace safety audits.
- Act as a resource to support staff to document all clinical findings and patient access activities consistently and reliably into Austin Health paper-based systems and clinical application systems.

## Professional Leadership

- Utilise effective communication and leadership styles.
- Begin to develop good self-awareness and self-management and adjust own style in different circumstances.
- Demonstrate good self-awareness and adapt to changing situations.
- Use active listening techniques to explore and understand the views and ideas of others.
- Support others to meet expected standards of behaviour and develop their leadership capability.
- Move between different leadership and communication styles depending on circumstances.
- Seek formal and informal education opportunities on leadership.
- Support staff to manage priorities and actively assist in managing unit workload.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Seek opportunities to celebrate other's contributions and achievements in the local context.
- Support others to work autonomously within scope of practice.

## Selection criteria



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

### Essential skills and experience:

- 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 multidisciplinary team-oriented approach to service delivery.
- A positive approach to change and diversity.
- Substantial clinical experience in the management of people with heart failure.

### 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.
- Experience working in Heart Failure Rehabilitation Programs.
- Awareness and understanding of the Health Independence Program (HIP) Guidelines (2008)

## Professional qualifications and registration requirements

- Registered Nurse currently 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.
- 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 immunization screening policy.



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

- 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