

Position Description

Registered Nurse Grade 2

Classification:	YP3-YP8
Business unit/department:	Ward 6 West
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input 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:	Part-Time
Hours per week:	Up to 32hrs per week
Reports to:	Nurse Unit Manager Ward 6 West
Direct reports:	0
Financial management:	Budget: 0
Date:	March 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 evaluating evidence-based nursing care in collaboration with the multidisciplinary team to achieve optimal healthcare outcomes for our patients.

About the Directorate/Division/Department

Ward 6 West is under Acute Operations on Austin Health and is located on the Austin Campus. The Ward is part of the wider Surgery, Anaesthesia and Procedural Medicine Division.

6 West is a 32-bed acute surgical inpatient facility incorporating a 4-bed high dependency unit specializing in the care of acutely ill and post-operative Neurosurgery patients. The ward cares for patients undergoing all aspects of Vascular surgery, ENT surgery and Neurosurgery. Being a surgical ward, it encompasses a fast paced, acute and dynamic working environment. We boast supportive, experienced staff and an affiliated post-graduate neuroscience nursing course with a dedicated educational team, which ensure abundant opportunities for professional and clinical development.

Position responsibilities

Role Specific

Direct Clinical Care:

- To support a philosophy of care, which is, patient focused, where care is integrated from pre-admission to post-discharge and where the family is welcome in the carer's team.
- To be responsible for the day-to-day provision of patient care, ensuring standards meet professional, organizational, legal and ethical requirements.
- To ensure the well-being and safety of patients using the Austin values and principles, which underpin best practice in relation to patient, care, education, and patient rights.
- Achieve and maintain the skills necessary to plan prioritize and implement holistic patient 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 needs.
- Facilitate active patient involvement in adapting goals of care and ensure patient understanding through 'teach back'.
- Contribute to an environment of multidisciplinary teamwork, maintaining a flexible approach to working in different localities serviced by the unit.
- 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.
- Make appropriate referrals to the multidisciplinary team to pre-empt needs of the patient and follow up that the referral has been actioned.
- Communicate with other health professionals, for example, physicians and Allied Health as required.
- Ensure policy and protocols are evidence based in practice and guidelines are current and consistent and is in line with accepted professional bodies.
- Maintain current contemporaneous documentation regarding patient care delivery.
- Recognise when care is outside of expected trajectory and escalate concerns.
- 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.
- Increase scope of practice by participating in core competencies relevant to specialty practice.
- Identify opportunities for educational resources/ strategies to assist in delivery of bedside



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teaching.

Research:

- Assist in development of Austin Health evidence-based guidelines.
- Understand research evidence and supporting guidelines related to 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 (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.
- 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.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (OPPIC)
- 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

Pre-Existing Injury

- Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

Immunisation

- Maintain appropriate levels of immunisation in accordance with Austin Health's Workforce Immunisation/Screening Policies, in the interests of yourself, all Austin Health staff, patients and visitors.



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Selection criteria

Essential skills and experience:

- A commitment to Austin Health values. Our actions show we care, We bring our best, Together we achieve, We shape the future
- Registered Nurse, Division 1 with acute experience
- Patient/customer focused approach to care delivery
- Critical thinking skills and the ability to work autonomously.
- Open, flexible & innovative
- Advanced interpersonal skills
- Commitment to quality, best practice, and environmental safety
- Ability to communicate effectively in both written and verbal form.
- Ability to problem solve in a variety of situations.
- Ability to work effectively within a multidisciplinary environment.
- Satisfactory Police check.

Desirable but not essential:

- Knowledge of legal and ethical requirements
- Experience in Neurosurgical; Ear Nose and Throat or Vascular nursing
- Demonstrated ability to work within a multidisciplinary team.
- Demonstrated ability to problem solve.
- Well-developed interpersonal skills
- Experience and proficiency in keyboarding and computer skills

Professional qualifications and registration requirements

- AHPRA registration

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:



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- 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.



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