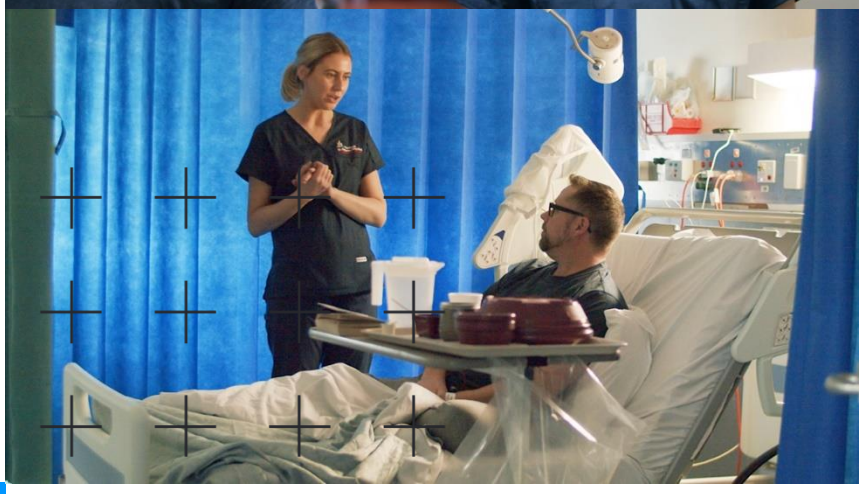
The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Critical Care Registered Nurse (CCRN)

The Royal Melbourne Hospital

THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First

People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**

The Royal Melbourne Hospital

Position Description

Position Title:	**Critical Care Registered Nurse (CCRN)**
Service:	**Intensive Care Unit**
Location:	**Royal Melbourne Hospital – City Campus**
Reports To:	**Nurse Unit Manager – Intensive Care**
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Classification:	**RN (YP3-YP9)**
Employment Status:	Permanent Full time and Part time hours
Immunisation Risk Category:	Category A
Date of Review:	April 2025

POSITION SUMMARY

As a member of the nursing team within the Intensive Care Unit, the CCRN provides high quality patient care consistent with the Royal Melbourne Hospital ICU standards. The CCRN is accountable for establishing and evaluating the patient's plan of care in partnership with the patient, their carers and other members of the multidisciplinary team, and will assume accountability and responsibility for his/her own practice based upon his/her level of educational and competence. The CCRN utilises available resources in the most cost-effective manner and promotes and participates in quality activities.

The ICU has 42 physical bed spaces and currently admits over 3000 patients every year and is equipped to provide physiological monitoring and life supporting therapies, accepting both high dependency and intensive care patients. The range of life supporting therapies provided, include haemofiltration, IABP, ECMO, invasive neurological monitoring, invasive and non-invasive mechanical ventilation, invasive haemodynamic monitoring, temporary cardiac pacing, administration of inotropic and vasopressor agents, and other high level supportive therapies.

KEY ACCOUNTABILITIES

- Practices in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Standards for the Registered Nurse.
- Provide high quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team
- Recognise the Registered Nurse responsibilities for delegation of nursing care
- Contribute to the development of all staff including new and casual staff to the area
- Accept accountability for own actions and seek guidance if situations exceed the scope of practice of a Registered Nurse
- Perform nursing interventions and procedures in accordance with Melbourne Health policy and procedures
- Acknowledge responsibility for own actions and seek assistance when necessary
- Demonstrate knowledge/competency in performance of clinical skills relevant to level of expertise
- Demonstrates the highest standard of care by performing comprehensive physical & psychological patient assessments with the ability to evaluate and respond to changing situations
- In collaboration with the team leader, makes informed clinical decisions which are patient-centred, outcome-orientated and focused on discharge planning
- Recognise patient changes, inform team leaders and collaboratively implement strategies to improve patient outcomes
- Act as a patient advocate, protecting the rights and beliefs of patients and their significant others
- Ensures documentation conforms with legal and hospital requirements
- Ensure confidentiality of information pertaining to colleagues, patients and their significant others
- Use RISKMAN to actively report actual and near miss incidents
- Liaise with the multi-disciplinary health care team to achieve the desired patient outcomes
- Promotes effective communication strategies to facilitate optimal health care outcomes
- Deliver evidence-based nursing care
- Demonstrate a commitment to ongoing professional development and achievement, through participation in continuing education sessions, conference attendance and relevant professional groups
- Accept responsibility for Continuing Professional Development (CPD) of self and actively keep a CPD portfolio as required by the Nursing and Midwifery Board of Australia
- Provides mentorship and support to colleagues
- Demonstrates an active commitment to own personal & professional development with the ability and willingness to share knowledge gained from self-directed learning
- Fosters an affiliation with professional bodies.
- Promote a friendly, respectful and supportive environment within the department and organisation
- Ensure the vision, purpose and values of the organisation is understood and integrated into daily practice
- Actively participate in annual Melbourne Health mandatory key performance indicators inc but not limited to, annual performance review, ALS

KEY RELATIONSHIPS

Internal

- Nurse Unit Manger
- Clinical Nurse Managers
- Nurse Educators
- Intensive Care Consultants
- Medical Staff
- Associate Nurse Unit Managers of wards/departments
- Registered Nurses
- Multi-disciplinary Staff
- Allied Health Staff

External

- Consumers
- Families of Consumers
- Carers of Consumers

KEY SELECTION CRITERIA

Formal Qualifications:

- Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Post Graduate Qualifications in Critical Care Nursing

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
- Demonstrated provision of high-quality patient care
- Developed assessment, clinical reasoning, problem solving and prioritisation skills
- High motivation and willingness to learn
- Excellent communication and interpersonal skills
- High level of reliability and professional conduct

Desirable:

- Recent experience in a Critical Care Unit Setting

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

Date