

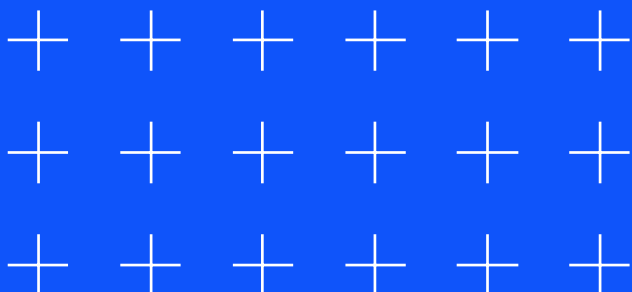


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Grade 2 Registered Nurse, Emergency
Department**

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.

Advancing health for everyone, every day.

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

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

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.

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

Position Title:	Grade 2 Registered Nurse, Emergency Department
Service:	Access, Critical Care & Investigative Services
Location:	The RMH Parkville
Reports To:	Nurse Unit Manager, Emergency Department
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028 (Agreement)

Classification:	YP3 – YP9
Employment Status:	Part Time & Full Time
Immunisation Risk Category:	Category A
Date of Review:	June 2027

POSITION SUMMARY

The Grade 2 Registered Nurse is to provide safe, timely and equitable, person-centred care while displaying the Melbourne Health values of people first, leading with kindness and working together. The Grade 2 Registered Nurse is responsible for direct patient care and is to report to the Nurse Unit Manager (NUM), Clinical Nurse Managers (CNM) and Floor Coordinator (F/C). The role of the Registered Nurse Division 1 is to deliver a high standard of evidenced based nursing care to Emergency Department (ED) and Observational Medicine patients and their families as part of the multi-disciplinary team. The Registered Nurse demonstrates strong interpersonal skills and assumes accountability and responsibility for his/her own practice based upon his/her level of educational preparation and competence

- Commences nurse treatment on all patients within their Australasian Triage Score
- Completes primary survey within 5 minutes of arrival & secondary survey within 20 minutes on all patients in ED cubicle
- Ensures a safe working environment (cubicles checks)
- Ensure clinical documentation is timely, accurate and complete
- Ensures issues of risk are recognised, reported, and documented
- Performs nursing interventions and procedures in accordance with recognised standards of practice as outlined in Melbourne Health policy and procedures and the NSQHS standards.

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Provide high quality standards of patient care. This includes the assessment, planning, implementation, and evaluation for care in collaboration with multidisciplinary team
- Recognize and manage risk, ensuring that actions are taken to prevent and minimize harm to consumers and the healthcare workforce
- Able to work all shifts and a rotating roster
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Perform nursing interventions and procedures in accordance with Melbourne Health policy and procedures
- Ensure adherence to organizational standards and mandatory requirements but not limited to Infection Control, Hand Hygiene, Medication Safety, Basic Life Support, Manual Handling, Risk management and Occupational health and safety

Internal	External
• Nurse Unit Manager, Emergency Department • Clinical Nurse Managers • Floor Coordinator • Nurse educators • Clinical Nurse Specialists, Emergency Department • Medical & Nursing staff, Emergency Department • Multidisciplinary and support staff • ACCIS Leadership	• Consumers • Families of Consumers • Carers of consumers • Department of Health • Ambulance Victoria • Police

Formal Qualifications:

- Registered Nurses:

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

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment
- 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
- Excellent communication and interpersonal skills

Desirable:

- Recent experience in an emergency department setting
- Post graduate qualifications in Emergency or Critical Care nursing

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

- 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, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- 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.

- As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.

- We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.

- RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.

- We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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.

Date _____