



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Registered Nurse (Grade 2) -
Postgraduate Nursing and
Professional Development 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.

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.

- Be a great place to work and a great place to receive care
- Grow our Home First approach
- Realise the potential of the Melbourne Biomedical Precinct
- Become a digital health service
- Strive for sustainability



Position Description

Position Title:	Registered Nurse (Grade 2) - Postgraduate Nursing and Professional Development Programs
Service:	Access, Critical Care and Investigative Services – Intensive Care
Location:	The RMH Parkville
Reports To:	Nurse Unit Manager ICU and Assistant Director Nursing Education – Postgraduate Programs
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	Grade 2 Year 2 (YP3) – Grade 2 Year 8 (YP9)
Employment Status:	Fixed Term Program (12 months) Part Time
Immunisation Risk Category:	Category A
Date of Review:	February 2026

POSITION SUMMARY

The postgraduate program in Intensive Care Nursing program is designed to prepare Registered Nurses to meet contemporary challenges in intensive care nursing, within the specialist field of critical care nursing, and to progressively build on knowledge and skills required to comprehensively care for critically ill patients. The program is conducted with our affiliate university, Deakin University. Applicants must meet the key selection criteria and have a minimum of two years of acute nursing experience to be eligible.



KEY ACCOUNTABILITIES

- Work in your scope of practice, accept accountability for own actions and seek help where required.
- Provide high quality standard of patient care, including the assessment, planning, implementation and evaluation of care in collaboration with the multidisciplinary team.
- Recognise the Registered Nurse responsibilities for delegation of nursing care
- Perform nursing interventions and procedures in accordance with RMH policy and procedures.
- 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.
- Ensure program attendance and assessment deadlines are met.
- Seek regular feedback on your work including participation in annual performance discussion.
- Maintain professionalism at all times.
- 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.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- 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.

KEY RELATIONSHIPS

Internal

- Coordinate with the multi-disciplinary health care team to provide the desired patient outcomes.
- Liaise with Clinical Nurse Educators (CNEs) and Assistant Director of Nursing, Nursing Education to gain support in meeting the requirements of the postgraduate program.

External

- Liaise with affiliated Universities of RMH.



KEY SELECTION CRITERIA

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.
- Successful completion of a Bachelor of Nursing or Entry to Practice Master's program
- Successful completion of Graduate Nurse Program (GNP) year or equivalent

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
 - Recent experience in an acute hospital setting (minimum 2 years)
 - High level of reliability and professional conduct
 - Demonstrated provision of high-quality patient care
 - Developed assessment, clinical reasoning, problem solving and prioritisation skills
 - Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
 - High motivation and continued willingness to learn
 - Excellent communication and interpersonal skills.
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

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

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - 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.
- **First Nations Commitment**
 - 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.
- **Child Safe Standards**
 - 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.
- **Equal Opportunity and Accessibility**
 - 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.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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
