

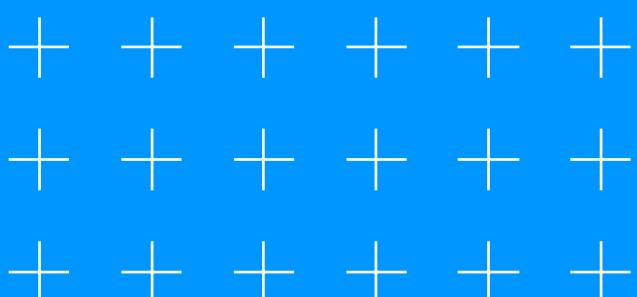


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



First Nations Clinical Support Nurse

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**

Position Description

Position Title:	First Nations Clinical Support Nurse (FNCSN)
Service:	Nursing Services
Location:	The Royal Melbourne Hospital – First Nations Health Unit
Reports To:	Director Aboriginal Health
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	Clinical Support Nurse [RN28]
Employment Status:	Full Time/Part Time
Immunisation Risk Category:	Category A
Date of Review:	May 2025

POSITION SUMMARY

The First Nations Health Unit is supported by the Elder in Residence and led by the Unit's Director Aboriginal Health. The Unit consists of First Nations Health Liaison Officer (FNHLO) covering inpatient and outpatient services including the Emergency Department with an emphasis on working alongside nursing staff to support the delivery of culturally safe clinical care.

- We provide care to our patients within the acute, subacute and community therapy services.
- The Unit is committed to providing evidence based, patient-centred practice to First Nations patients, carers, and their families in accessing care at The Royal Melbourne Hospital.
- Supervision and reflective practice, professional development and quality improvement are a key focus of work at RMH.

The successful applicant will identify as First Nations with knowledge and acceptance of the Victorian Aboriginal community and its values. The FNCSN is expected to provide high quality culturally specific clinical care to First Nations patients accessing care at The Royal Melbourne Hospital (RMH). This worker will possess the required clinical and cultural skills, effective communication, and actively participate within a multidisciplinary team environment.

The FNCSN will assist with the provision of culturally safe and appropriate care and act as a cultural advocate, to help assess, plan, provide and coordinate First Nation patient and consumer care. The FNCSN will provide direct client care for consumers seeking and receiving clinical services at The Royal Melbourne Hospital City and Royal Park Campuses. The FNCSN will also be required to provide secondary consultation to health professionals as directed by the Director Aboriginal Health.

KEY ACCOUNTABILITIES

- Practice in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Standards for the Registered Nurse.
- Support nurses to provide high quality standards of patient care by working alongside nursing staff to develop their cultural safety skills, knowledge, abilities, and attributes. This includes supporting staff in the assessment, planning, implementation, and evaluation for care in collaboration with multidisciplinary team.
- Perform and support nurses to perform culturally safe interventions and procedures in accordance with Indigenous best practice guidelines and RMH policy and procedure.
- Provide cultural mentorship in the clinical areas.
- Support and collaborate with clinical nurse educators in the delivery of programs, study days and other educational activities such as in service education as required.
- Assist with the clinical interpretation for other FNHLO team members.
- Provide quality patient focused care to First Nations patients and their carer as part of a multi-disciplinary healthcare team.
- Act as a resource in relation to First Nations cultural and health issues, responses, and services.
- Timely collection, entry and analysis of patient notes and department statistics as directed by Director in accordance with RMH policies and procedures.
- Participate in supervision from more senior staff member and participate in Individual Development, Work Planning and Annual Discussions.
- Manage risk and actively work toward implementing risk reduction strategies.
- Develop and maintain strong positive relationships with the Aboriginal Community, Aboriginal organisations, and Community provider's e.g., Victorian Aboriginal Community Controlled Health Organisation (VACCHO), Victorian Aboriginal Health Service (VAHS) and Wurundjeri Tribe Land Compensation & Cultural Heritage Council.
- Develop strong internal networks and relationships to improve the delivery of care to First Nations patients, within and external to the organisation, including participation in relevant meetings.
- Practice and promote the RMH Values.
- Undertake administrative duties as required.
- Participate as an active member in First Nations health strategy, policy, programs, and advisory groups at RMH, including quality improvement activities as required.
- 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.

KEY RELATIONSHIPS

Internal

- Nursing, Medical & Allied Health professionals
- Employees with direct consumer contact
- All RMH departments/clinics
- RMH Outreach Lawyers
- Cultural Diversity Coordinator
- Family Safety Team

External

- First Nations workforce agencies
- National Aboriginal Community Controlled Health Organisations (NACCHO)
- Metro and regional Universities

KEY SELECTION CRITERIA

Formal Qualifications:

- Formal qualifications are highly desirable
 - Qualification in social work, community welfare, nursing, allied health, community development or equivalent community health and or relevant hospital-based experience.
 - A relevant tertiary qualification in Aboriginal health, community development or other social sciences; or equivalent workplace experience/expertise.
- Australian Health Practitioner Regulation Agency (AHPRA) registration.

Essential:

- A person who is of Aboriginal and/or Torres Strait Islander descent and accepted by the Victorian Aboriginal community
- Have a sound knowledge and understanding of First Nations culture, society, and kinship networks.
- Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (or equivalent), or willingness to attain relevant qualifications
- Demonstrated knowledge of experience in and commitment to the provision of First Nations health services in a mainstream health, primary care, or welfare sectors
- An understanding of state and local Aboriginal health issues and initiatives
- Demonstrated high level organisational and administrative skills and an ability to work effectively with others
- Well-developed interpersonal, oral, and written health communication skills and the ability to establish and maintain strong links across the acute health and emergency care sector as well as community and government providers
- Ability to help develop and implement initiatives that could improve the cultural safety and accessibility of services throughout Melbourne Health for Aboriginal and Torres Strait Islander patients and their families
- Computer skills and experience in Microsoft applications
- Demonstrated problem solving and organisational skills
- Ability to capture and work with statistical data and information, in particular



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