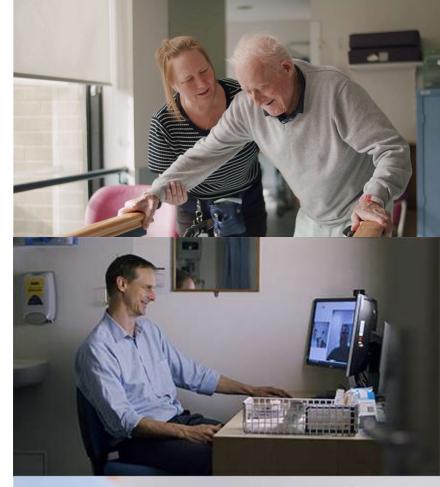
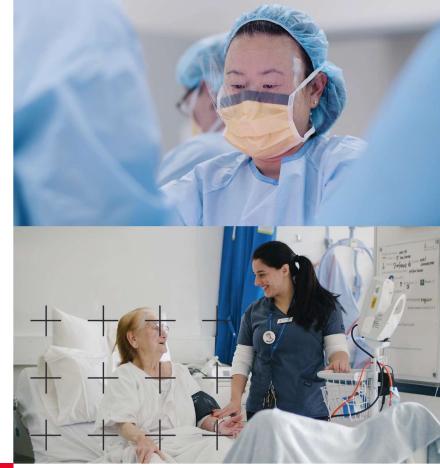


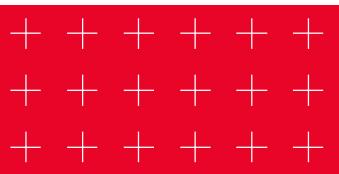
Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team



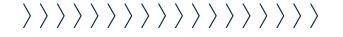




Position Description

Registered Nurse RMH@Home Acute (HITH)





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



Lead with Kindness



Excellence Together



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.

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: Registered Nurse RMH@Home Acute (HITH)

Service: Home First, Ambulatory & Complex Care Services

Location: The Royal Melbourne Hospital - City Campus

Reports To: Nurse Unit Manager - RMH@Home Acute

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single

Interest Employers) Enterprise Agreement 2024–2028

Classification: YU15

Employment Status: Fixed Term - Leave Cover

Immunisation Risk Category: Category A

Date of Review: February 2025

POSITION SUMMARY

RMH@Home Acute (Formally Hospital in the Home) provides acute level hospital care to patients in their home that would otherwise delivered in a traditional acute ward bed.

As an RMH@Home Acute Registered Nurse you are pivotal to the multi-disciplinary health care team who strive to deliver excellent care to patients and their families. You understand the importance of providing clinical care which focuses on the best possible outcomes for your patients. Your interactions with patients, relatives and colleagues are guided by the organisation's values of People First, Leading with Kindness and Excellence Together as well as our Clinical Governance framework STEP: Safe, timely, effective, person centred care

Nurses are expected to demonstrate advanced knowledge and skills in their daily clinical practice while balancing autonomous practice with effective multi-disciplinary communication. RMH@Home Acute nurses provide assessment and clinical interventions for patients in private homes, community-based facilities and onsite at Royal Melbourne Hospital. Responsibilities may include reviewing newly referred patients in consultation with the clinical coordinator and registrar. Our nurses work closely with the Nurse Unit Manager, Clinical Coordinators and the Clinical Development Nurses to facilitate outcome focused health care in accordance with principles of evidence-based practice.



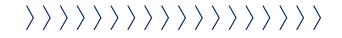


KEY ACCOUNTABILITIES

- · 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 Ensure risk management activities are completed, developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- · 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.
- Recognise and manage risk, ensuring that actions are Be aware of limitations in own knowledge and taken to prevent and minimize harm to consumers and the healthcare workforce.
- Comply with requirements of National Safety and Quality Health Service Standards and other regulatory requirements.
- Ensure consumer complaints are escalated to the Clinical Coordinators/NUM.
- Adhere to legislation pertaining to privacy, confidentiality and the handling of personal information
- Demonstrates a commitment to Continuing Professional Development (CPD) and actively keeps a CPD portfolio as required by the Nursing and Midwifery Board of Australia.
- Promote a friendly, respectful and supportive environment within the department and organisation.
- Demonstrated commitment to organisational change. Participate in staff meetings and forums.
- · Demonstrated ability to assess and recognise a deteriorating patient, to escalate and respond appropriately.

- Recognise the Registered Nurse responsibilities for delegation of nursing care.
- Provide junior staff, and students with appropriate supervision, training and instruction in accordance with Melbourne Health policy and procedures.
- Contribute to the development of all staff including new and casual staff to the area.
- Perform nursing interventions and procedures in accordance with Melbourne Health policy and procedures.
- · Ensure delivery of patient centred, safe and effective care.
- · Contribute to organisation-wide and service/division initiatives and planning activities.
- 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.
- seek appropriate training as required.
- Use evidence-based practice to develop and implement management plans.
- Contributes to the development of an effective discharge plan and provides appropriate patient education and referral to appropriate community providers.
- Initiate, participate in and/or facilitate nursing research.
- Demonstrates a commitment to and achievement of the ward/unit and organisational performance
- Participate in continuing education sessions, committees, special projects and relevant professional groups.





KEY RELATIONSHIPS

Internal

- Nurse Unit Manger
- Clinical Coordinator Team
- Clinical Development Nurses
- Clinical Road Nurses
- RMH@Home Acute Medical Team
- RMH@Home Acute Administration Staff
- RMH@Home Allied Health Team
- Inpatient Units

External

- Consumers
- Families and Carers of Consumers
- Brokered Service Partners
- External Health Care Providers
- · Community Health Care Providers
- RACFs

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.

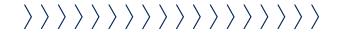
Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- Minimum 3 years acute post registration experience
- · Demonstrated provision of high-quality patient care
- Excellent patient assessment skills, clinical reasoning, problem solving and prioritisation skills
- Excellent communication and interpersonal skills
- · Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
- · Flexibility and adaptability to an ever changing environment
- High motivation and willingness to learn
- · Full drivers license with no restrictions

Desirable:

- Postgraduate qualification in management and/or clinical area of expertise or working towards
- Experience working within the HITH/community nursing setting with recent acute care experience
- · Windows based computer skills including Word, Excel and Outlook





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



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

o 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

o 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			