



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Registered Nurse RMH@Home Acute
(HITH)**

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.

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

strive to deliver excellent care to patients and their families. I do understand the importance of providing

1. *Journal of the American Medical Association*, 1997; 277: 1001-1005.

- 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.
- 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 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.
- 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.
- 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.
- Be aware of limitations in own knowledge and 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 indicators.
- Participate in continuing education sessions, committees, special projects and relevant professional groups.
- Participate in staff meetings and forums.

Internal

- ## External

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

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

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**
 - 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
