



**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, everyday.

**Could this be you?**

**Join The Royal  
Melbourne  
Hospital Team**



**Position Description**

**Enrolled Nurse – Rehab Ward**

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

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and multi-disciplinary health care team, who strive to deliver excellent care to patients and their families.

- them back to their usual mobility and everyday living activities. The team of medical, nursing and allied health

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| <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and wellbeing and that of others.</li> <li>• Work in your scope of practice and seek help where required.</li> <li>• Work in partnership with consumers, patients and where applicable carers and families.</li> <li>• Work collaboratively with colleagues across all RMH teams.</li> <li>• Continue to learn through mandatory training and other learning activities.</li> <li>• Seek feedback on your work including participation in annual performance discussion.</li> <li>• Speak up for safety, our values and wellbeing.</li> <li>• Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.</li> <li>• Respect that the RMH is a smoke-free environment.</li> <li>• Provide a high standard of safe, timely, effective and person-centre nursing care to patients through nursing patient assessments, care planning and delivery of care.</li> <li>• Assume responsibility for any delegated activities whilst remaining accountable to the Registered nurse. The Registered nurse will demonstrate an understanding of the Scope of Practice of the Enrolled nurse when delegating and allocation nursing activities.</li> <li>• Work within your scope of practice and seek help where required.</li> <li>• Ensures all elements of delegated work are completed to a high standard and in accordance with The Royal Melbourne Hospital policies, procedures, and values</li> <li>• Collaborate and consult with the Registered nurse and other multidisciplinary team members to achieve desired health outcomes for patients.</li> <li>• • Work in partnership with consumers, patients and where applicable carers and families.</li> </ul> | <ul style="list-style-type: none"> <li>• Contribute to organisation-wide and service/division initiatives and planning activities.</li> <li>• Ensure training needs of direct reports are identified and undertaken.</li> <li>• 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.</li> <li>• 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.</li> <li>• Participate in the orientation, support and preceptorship of new and junior staff members and student nurses</li> <li>• Work a rotating roster – this includes early shifts, late shifts, night shift and weekend shifts.</li> <li>• Endorsed Enrolled Nurse - Rehabilitation Ward - April 2025</li> <li>• Take reasonable care for your safety and wellbeing and that of others.</li> <li>• Continue to learn through mandatory training and other learning activities.</li> <li>• Seek feedback on your work including participation in annual performance discussion.</li> <li>• Speak up for safety, our values and wellbeing.</li> <li>• Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.</li> <li>• Create a psychologically safe work environment where everyone feels safe to speak up</li> <li>• Participate in the RMH annual discussion process</li> <li>• Demonstrate accountability and responsibility for own actions, with a willingness to learn and grow</li> <li>• Comply with all RMH Policies and Procedures and stay up to date with changes</li> </ul> |
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Internal

- External

- Enrolled Nurse – Rehab Ward | Home First, Ambulatory and Complex Care Services | September 2026

- Formal Qualifications:
- Enrolled 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
- 12 months acute/subacute experience or minimum 18 months aged/residential care experience
- Commitment to live the Melbourne Way at RMH - putting people first, leading with kindness and achieving excellence together.
- High level of self-motivation and initiative
- High level of reliability and professional conduct
- Excellent communication skills and interpersonal skills, including the ability to communicate effectively with other staff, patients, and their families
- Developed assessment, clinical reasoning, problem solving and prioritisation skills
- High motivation and willingness to learn and grow
  - Desirable:
- Diploma of Nursing

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.

- **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.

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 \_\_\_\_\_