The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Registered Nurse – Road Nurse
RMH@Home Subacute

The Royal Melbourne Hospital

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.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive for excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

STRATEGIC PILLARS

Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability

The Royal Melbourne Hospital

Position Description

Position Title:	Registered Nurse – Road Nurse RMH@Home Subacute
Service:	Home First, Ambulatory & Complex Care
Location:	The RMH Royal Park
Reports To:	Nurse Unit Manager
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	HITH/PAC NURSE LEVEL 1 [YU15]
Employment Status:	Full Time / Part Time
Immunisation Risk Category:	Category A
Date of Review:	March 2026

POSITION SUMMARY

As a Registered Nurse working autonomously on the road 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 nursing practice 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 patient centred care, trust and respect in an environment which continuously identifies opportunities for improving the quality of patient care.

The RN Road Nurse fulfils all the regular roles and responsibilities of a Registered Nurse (RN), demonstrating expert knowledge and skills whilst assuming a prominent management focus within the unit. The RN is an integral member of the department management team, assisting the NUM in the course of their duties to ensure efficient operation of the clinical environment.

- manages the nursing and related resources available to the department
- sets the clinical standards to achieve a high quality of nursing care
- fosters and maintains a working environment which provides professional development and job satisfaction for all staff
- RN can assist with the roles and responsibilities of the clinical Care Co-Ordinator in their absence
- Be involved in the delivery of direct patient care
- Assists with the Care Coordination when required
- Maintains and assists with the updates of clinical portfolios including Wounds, Rosters, OHS, Continence, Quality and other portfolios that may relate to the unit

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 developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Practices in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Standards for the Registered Nurse. For further details see under 'competency standards' via the following link http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx
- Assume responsibility for the delivery of patient care and the ward unit management activities
- Delegate, coordinate and supervise staff rostered for each shift on the basis of workload prioritization and staff level of experience
- Provide high quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team
- Recognize the Registered Nurse responsibilities for delegation of nursing care
- Assume responsibility and accountability for any delegated activities to an Enrolled Nurse. The Registered Nurse will also demonstrate an understanding of the Scope of Practice of the Enrolled Nurse when delegating and allocating nursing activities
- Contribute to the development of all staff including new and casual staff to the area
- Provide junior staff, graduates and students with appropriate supervision, training and instruction in accordance with Melbourne Health policy and procedures
- Support integration of undergraduate, graduate and postgraduate nurses including enrolled nurses within the unit
- Practice within an evidence-based framework
- 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
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- 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.
- Liaise with external service providers in relation to client care.
- Develop and maintain a collaborative relationship within the RMH @ Home subacute unit, General Practitioners and local community services.
- Contribute to the strategic and operational planning of RMH @ Home Subacute.
- Foster and actively participate in collaborative working relationships, peer relations and professional behaviours to ensure RMH @ Home Subacute functions effectively as a multidisciplinary team and as an integral part of Melbourne Health.
- Assist in the development of and utilise communication strategies fostering open and effective lines of communication within RMH @ Home Subacute.
- Be aware of and operate within the units agreed activity targets and budget allocations.
- Participate in teaching, education and research programs that contribute to the body of knowledge that support effective health care within RMH @ Home Subacute and Melbourne Health.
- Identify safety and service improvement needs within RMH @ Home Subacute. Contribute to the development and implementation of strategies to ensure a safe environment for patients and staff.
- Assume the roles and responsibilities of the Nurse Unit Manager when he/she is absent from the ward /unit
- Participate in the process of recruitment, selection, appointment and retention of nursing and ancillary staff Manage risk and actively work towards implementing risk reduction strategies
- Contribute to the development of an effective discharge plan and provide appropriate patient education and referral to appropriate community providers

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager of ward/unit
- Other Associate Nurse Unit Managers of ward/unit
- Nurse educators
- Clinical Nurse Specialists of ward/unit
- Registered Nurses and Enrolled Nurses
- Patient Flow Manager and Clinical Nurse Managers
- Senior Subacute Services Manager
- Medical staff in ward/unit
- Multidisciplinary staff
- Ward/unit support staff

External

- Consumers
- Families of consumers
- Carers of consumers

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.
    - Current Valid Drivers license
    - Mandatory Working with Children's Check and Police Check and Immunisation Assessment

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Ability to prioritise workload
- High level of reliability and professional conduct
- Ability to manage and understand flow through hospital
- Demonstrated provision of high quality patient care
- Demonstrated autonomous practice
- Advanced clinical assessment skills, clinical reasoning, problem solving and prioritisation skills
- Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
- Demonstrated ability to manage a team
- Demonstrated provision of high quality patient care
- Developed assessment, clinical reasoning, problem solving and prioritisation skills
- High motivation and willingness to learn
- Excellent communication and interpersonal skills
- High level of reliability and professional conduct
- Minimum 3 years post registration experience

Desirable:

- Postgraduate qualification in management and/or clinical area of expertise or working towards same
- Windows based computer kills 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
- Ability to operate within allocated budget (if required).

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