



**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Clinical Renal Physiologist

(Grade 2)

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.

Advancing health for everyone, every day.

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 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.

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

The purpose of this role is to provide continuing care and contribution to the restoration of an optimal level of health for acute and chronic kidney disease patients and their rehabilitation.

In addition to fulfilling the responsibilities of a Clinical Renal Physiologist (Grade 1), a Clinical Renal Physiologist (Grade 2) will develop a portfolio which may include some or any of the following: occupational health and safety, staff professional development, staff training, research, preceptorship and orientation. The professional portfolio will consider the staff members' years of experience and skill set.

- Acute kidney injury
- Peritoneal dialysis
- Hospital or satellite-based haemodialysis
- Home haemodialysis
- Transplantation
- Supportive care pathways
- All renal related surgical procedures
- Renal research
- Nephrology teaching

- 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.

- The delivery of all aspects of renal replacement therapies, including (but not exclusive of);
 - Haemodialysis
 - Isolated ultrafiltration
 - Haemofiltration
 - Haemodiafiltration
 - Haemoperfusion
- Prepare, perform, assist, and/or supervise the safe delivery and monitoring of renal replacement therapies
- Cannulation of arteriovenous fistulae and grafts
- Management of central venous access devices and femoral catheters
- Anticoagulation administration and management
- Medication administration in accordance with RMH policies
- Patient assessment, monitoring, interventions and escalation
- Blood glucose monitoring and interpretation
- Blood specimen collection and understanding and escalation of relevant results
- Maintain primary care model
- Assist in the development and implementation of clinical pathways
- Assist with unit routines including non-clinical peripheral duties
- Provide support and act as a resource for patients and their carers
- Assist in the education of patients and their carers regarding the management of their disease state and management plan
- Understand, monitor and maintain dialysis water quality standards
- Demonstrate dialysis related technical practice with identification, troubleshooting and/or escalation of errors
- Set personal goals to attain the highest levels of performance within the position to deliver high standards in a pressure environment

- ## KEY RELATIONSHIPS

External

- Clinical Renal Physiologist (Grade 2) | RMH Kidney Care Service | March 2026

Formal Qualifications:

- ### Essential:

- Desirable:**

- ## 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

- 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.

- 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.

- 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.

- 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.

- 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.

- 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 _____