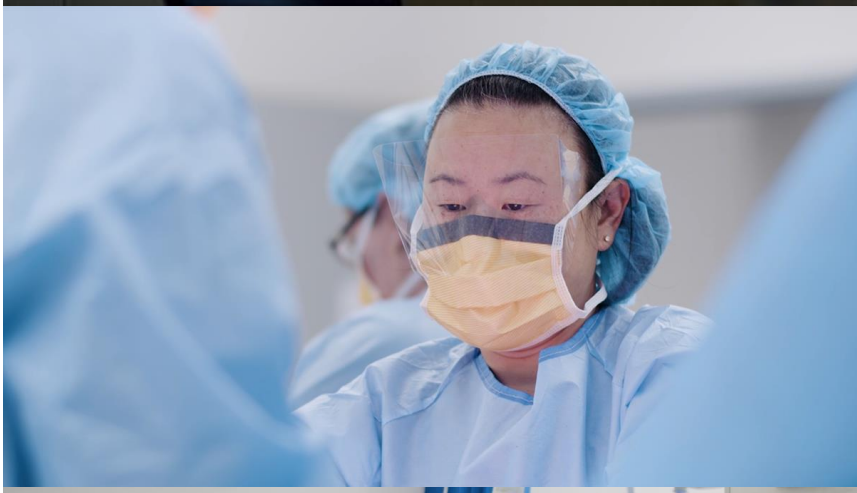
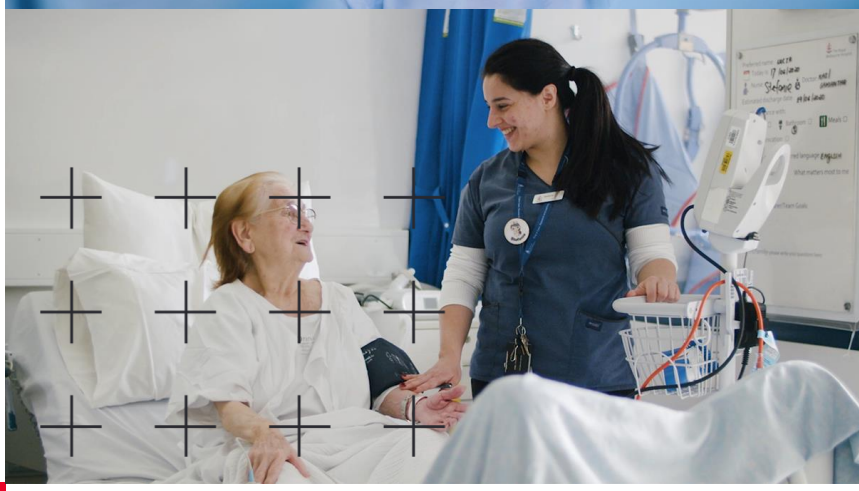
The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Home Dialysis Service Regional Link Nurse

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 fro 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

Position Description

Position Title:	Registered Nurse Home Dialysis Service Regional Link Nurse
Service:	Medical Service
Location:	Home Dialysis Service (HDS) – Wodonga Campus
Reports To:	Nurse Unit Manager - Home Dialysis Service
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	Community Health Nurse (sole) – CN5
Employment Status:	Part Time
Immunisation Risk Category:	Category A
Date of Review:	October 2026

POSITION SUMMARY

The Royal Melbourne Hospital (RMH) Kidney Care Home Dialysis Service (HDS) embraces a leadership role in evolving services to promote independence and well-being for people who choose the options and benefits of home renal replacements including:

- Peritoneal Dialysis,
- Haemodialysis.

- The role of the Regional Link Nurse (CN5) at the HDS is to provide patient- and family-centred renal services that promote independence in the home setting across the regional areas of Wodonga/Albury and surrounding communities. This includes education, training for self-administration of peritoneal dialysis or haemodialysis and coordination of ongoing care and support for people live in Wodonga/Albury and surrounding communities with kidney diseases.
- The nurse in this position is an active member of the HDS team at the RMH, works closely with local/regional community services providers including but not limited to regional nephrologists, dialysis staff, allied health staff and local GPs to deliver safe, timely, effective and person-centred healthcare.
- This role is to be based in the Wodonga/Albury area and report to the RMH Nephrology HDS nurse unit manager. This role will provide education, training, and coordination of care for home dialysis patients across Wodonga/Albury and surrounding regional communities, including regional hospitals and community groups, as required.

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.
- Maintain high performance standards - utilise resources available to ensure knowledge is maintained and up to date.
- Acknowledge external and/or internal centralised pre-dialysis education and assessment referrals.
- Conduct pre-assessment of home haemodialysis and/or peritoneal dialysis suitability including home visits and home assessment.
- Participate in the education of home haemodialysis and/or peritoneal dialysis patients.
- Demonstrate initiative in the delivery of patient care and the ability to practice with minimal supervision.
- Monitor & assess patients in the local community including visits to the home; liaise with outpatient clinics; provide ongoing educational support to care providers.
- Liaise with external stakeholders to foster a high standard of service delivery as needed.
- Liaison with key stakeholders regarding patient care including departments within the RMH, regional and rural hospitals, regional physicians and community groups.
- Provides appropriate and effective health care, and facilitates an environment that promotes safety for staff and patients.
- Participates in after hours on call service and support for home dialysis patients.
- Ensures that pathology results are reviewed and actioned via the action limits and protocols.
- Apply case management to home dialysis patients, evaluating expected patient outcomes against actual patient outcomes.
- Participate in the ongoing review and improvement of the training framework for HDS.
- Participate in reflective practice and personal professional development.
- Develop and participate in research and quality activities that measure and contribute to improvements in patient care.
- Participate in National benchmarking through involvement in data collection for ANZDATA registry.
- 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.
- Follow Unit philosophy in relation to recycling and maintaining a sustainable work environment.
- Respect that the RMH is a smoke-free environment.

KEY RELATIONSHIPS

Internal	External

- 6N Nephrology Department
- 6W Acute Haemodialysis unit
- 6SW Nephrology Ward
- Dialysis Technical Service
- Regional dialysis units
- Other Allied Health Services
- Patients, patients' families and carers
- Wodonga/Albury Health nephrology department, including nephrologists and staff from the haemodialysis unit and medical ward, as well as relevant healthcare services and regional hospitals across Wodonga/Albury, and surrounding regional communities.
- Dialysis equipment suppliers
- General Practitioners
- Other health services/organisations

KEY SELECTION CRITERIA

Formal Qualifications:

- Registered Division 1 Nurses
  - Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Post-Graduate Certificate in renal nursing or other relevant critical care speciality.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Min 2 years post graduate renal nursing experience.
- Mandatory Police Check, Immunisation Assessment & Working With Children's Check.
- Proficiency in clinical nursing assessment skills.
- Good negotiation and interpersonal skills.
- Ability to work autonomously with efficient time management skills.
- Ability to adapt best practice health care models into professional nursing practice.
- Computer literacy – Microsoft Office.
- Current Australian driver's license.
- Currency in Basic Life Support.

Desirable:

- Recent acute renal care or community nursing experience.
- Demonstrated experience in patient education programs.
- Demonstrated ability to participate in and support change.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets

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