

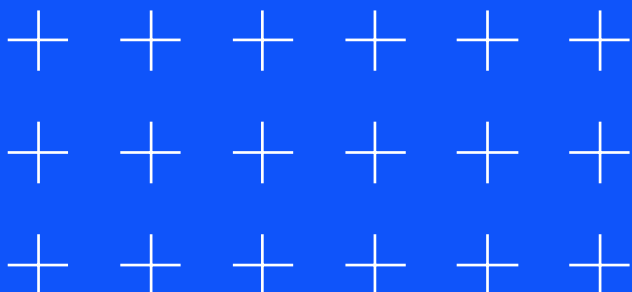
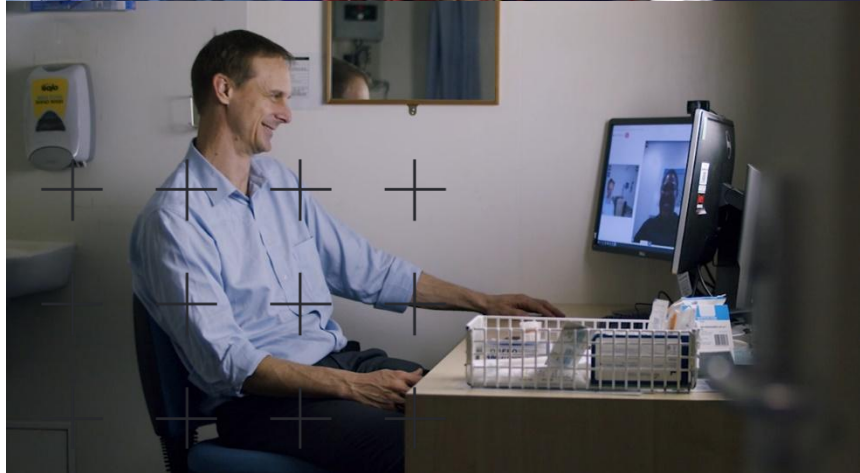


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Registered Nurse – Nurse Resource
Transition Pool (NRTP)**

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.

The Registered Nurse in the NRTP works throughout the Royal Melbourne Hospital in a variety of clinical setting and locations, including the Emergency Department, Royal Park Campus and Residential Aged Care sites. Employees work on a rotating roster including night duty and weekends.

- Provide high standards of evidence-based patient care. This includes the assessment, planning, implementation, and evaluation of care in collaboration with the multidisciplinary team to achieve desired patient outcomes
- Maintain individual responsibility and accountability for patient safety, quality and risk, and contribute to organisational quality and safety initiatives
- Perform nursing interventions and procedures in accordance with Royal Melbourne Hospital policy and procedures

- 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.
- Recognise the Registered Nurse's responsibilities for delegation of nursing care
- Assume responsibility and accountability for any delegated activities to an Enrolled Nurse (EN), Health Assistant in Nursing (HAN), and/or Registered Undergraduate Student of Nursing (RUSON)
- The Registered Nurse will also demonstrate an understanding of the Scope of Activities/Duties of an EN, HAN, and/or RUSON when delegating and allocating nursing activities
- Participate in staff meetings and forums
- Demonstrate commitment to organisational change
- Demonstrate an awareness of cost-effective nursing practice
- Accept accountability for own actions and seek guidance if situations exceed the scope of practice of a Registered Nurse
- 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.
- Contribute to the development of an effective discharge plan, promote patient advocacy and provide appropriate patient education and referral to appropriate community providers
- Demonstrate knowledge/competency in performance of clinical skills relevant to level of expertise
- Accept responsibility for Continuing Professional Development (CPD) of self and actively keep a CPD portfolio as required by the Nursing and Midwifery Board of Australia
- Demonstrate a commitment to ongoing professional development and achievement of the ward/unit and organisational performance indicators. Participate in continuing education sessions, committees, special projects, and relevant professional groups
- Promote a friendly, respectful, and supportive environment within the department and organisation

Internal

- Assistant Director of Nursing, NWU
- Associate Nurse Unit Manager, NWU
- Nursing Education Department
- Nursing Unit Managers and delegates
- Multidisciplinary team

- Patients
- Families and carers of patients
- Patient community services
- Parkville Precinct Partners

Formal Qualifications:

- Registered Nurses:

- ### Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Finished a Graduate Year or equivalent 1 year experience or more as a Registered Nurse in an acute hospital setting
- Developed assessment, clinical reasoning, problem solving and prioritisation skills
- Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
- High motivation and willingness to learn
- Excellent communication and interpersonal skills
- High level of reliability, flexibility and professional conduct
- Willingness to be deployed to various areas and specialities, including Emergency and Sub-Acute care
- Valid Working with Children's Check, Police Check and Immunization Assessment

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
- Completion of mandatory training activities including training related to the National Standards

- 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 _____