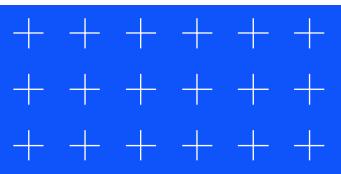


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Cardiac Surgery Clinical Nurse Consultant





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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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



Lead with Kindness

unique.



Our care and compassion sets
us apart. We lead the way with
a respectful, inclusive spirit —

True exceller when we wo

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.

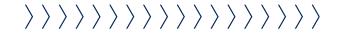
OUR PRIORITIES

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:

embracing the things that make us all

- 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





Position Description

Position Title: Cardiac Surgery Clinical Nurse Consultant

Service: Surgical Services

Location: The RMH Parkville

Reports To: Director Nursing and Operations Director, Surgical

Services Head of Cardiac Surgery

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single

Interest Employers) Enterprise Agreement 2024–2028

Classification: Clinical Nurse Consultant B – ZJ4

Employment Status: Full time

Immunisation Risk Category: Category A

Date of Review: November 2025

POSITION SUMMARY

The Cardiac Surgery CNC will establish systems and processes to support clinical staff in early initiation and activation of discharge planning working from pre-admission through the entire continuum of care. This position will work collaboratively with the medical staff, Nurse Unit Managers, Surgical Liaison Nurse, Allied Health, Home First services and external providers to facilitate timely, safe and well-coordinated plans for each individual patient.

The person will lead, educate and support the multidisciplinary team in the utilisation of tools and referral processes to facilitate and streamline the transition of care throughout the patients care journey. The Cardiac CNC will establish clear plans for discharge, liaising with patients and their families addressing any outstanding concerns that are identified as potentially delaying discharge or transfer to ensure the delivery of safe person-centred care. The Cardiac Surgery CNC will support the virtual ward model of care as well has reviewing model of care and care pathways.





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
- 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.
- Responsible for facilitating throughput with the cardiac surgical cohort of patients incorporating elective and emergency demand
- Educates the staff in best practice principles in relation to inpatient and progression of care
- · Act as a clinical resource and support person within the hospital
- Educate the health care team regarding the concept and role of the Cardiac Surgery CNC
- needs of patients, their families and carers utilising person centred care models to achieve the best possible outcomes for the individual.
- line with the patient's individual care needs
- Initiation of referrals to relevant practitioners for ongoing care coordination
- Update EPIC flow tools EDD, next destination, barriers to discharge in conjunction with ANUM
- · Facilitate the co-ordination of assessment and monitoring of a comprehensive plan of care for patients from admission to discharge in conjunction with the multi-disciplinary team

- Identify and facilitate referral of patients with potential ongoing health care needs to post-acute services through individualized plans of care to meet defined needs in the most effective manner
- Identify system impediments that negatively impact on patient progress and work with the multi-disciplinary team to implement strategies to resolve any issues
- · Initiate and participate in quality improvement activities
- Support the formulation, implementation and evaluation of education strategies for patients and families
- Acknowledges responsibility for own professional development through the establishment of realistic goals based on the identification of individual needs
- Meets organisational and local KPIs pertaining to access and activity & provide a monthly report of KPIs and targets and accounts for variances
- Demonstrates flexibility and creativity in identifying resources to meeting patient care needs
- Develop and implement strategies for reducing length of stay and resource consumption whilst achieving quality outcomes
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Coordinate discharge planning and care that meets the 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.
 - provide the Cardiac surgery post-operative follow up in 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.





KEY RELATIONSHIPS

Internal

- Patients, family and carers
- Nurse Unit Manager 6 South East
- Cardiac Surgery Head of Unit
- Nurse Unit Manager ICU
- 6 South East Nursing team
- Clinical Nurse Consultants
- Nurse Unit Managers, RMH
- Subacute services, RMH@Home
- CLRACC
- Medical, Nursing, Allied Health, Pharmacy teams
- Surgical Services Director of Nursing and Operations
- Access and Flow team
- Surgical Liaison Nurse
- · Cardiac Surgery Operations Manager

External

- General Practitioners
- External acute health care services
- · External subacute health care services
- External primary and community care services





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.
 - Post graduate qualification in cardiac care

Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- · Clinical experience and expertise in the field
- Good operational understanding of health service processes and metrics
- · Ability to work autonomously and within a team environment
- · Excellent communication and interpersonal skills at both a clinical and executive level
- Proficient computer literacy including Windows Word, Excel and Outlook

Desirable:

- Experience in a management/leadership role e.g. ANUM/ education or equivalent
- 5 years' experience in acute cardiac nursing

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





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

o 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

o Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

Date

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)	_