

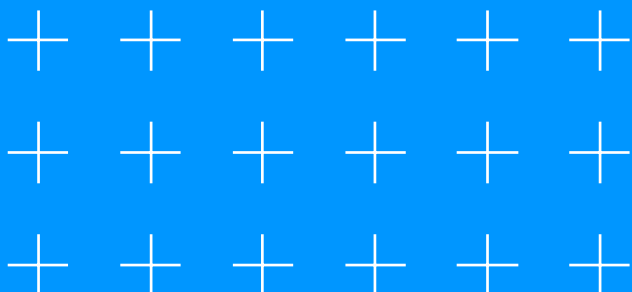


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Nurse Unit Manager, 6 South-east

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.

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 Title:	Nurse Unit Manager, 6 South-east
Service:	Surgical Services
Location:	The Royal Melbourne Hospital, City Campus
Reports To:	Deputy Director of Nursing
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	NUM-NM11
Employment Status:	Full Time
Immunisation Risk Category:	Category A
Date of Review:	April 2026

All nursing staff of Melbourne health are required to abide by the Australian Nursing and Midwifery Council code of Conduct and Codes of Ethics.

People First – Patient, Consumer and Staff Experience

- Deliver safe, timely and person-centred care in partnership with patients, families and carers.
- Promote equity, inclusion and respect, ensuring care and workplace practices are culturally safe and responsive.
- Foster a positive patient and staff experience through visible leadership and compassionate practice.

- Model RMH values and professional behaviour at all times.
- Create a psychologically safe environment where staff feel supported, heard and confident to speak up.
- Prioritise staff wellbeing, safe work practices and a respectful, harassment-free workplace.
- Provide regular feedback, coaching and performance development to support staff growth.

- Lead and support effective multidisciplinary teamwork across nursing, medical, allied health and support services.
- Build strong internal and external relationships to support patient flow, continuity of care and service outcomes.
- Contribute to service, division and organisation-wide initiatives and planning activities.

- Provide strong clinical leadership to ensure care meets professional, legal and ethical standards.
- Identify, manage and reduce clinical and operational risk, including incident reporting and follow-up actions.
- Lead quality improvement and evidence-based practice initiatives that improve patient outcomes.
- Monitor and achieve relevant clinical, safety and performance KPIs.

- Recruit, orient and retain a skilled and engaged workforce aligned to service needs.
- Ensure mandatory training, credentialing and education requirements are met.
- Support education, research, innovation and continuous learning within the ward.
- Implement workforce models that are flexible and responsive to patient demand.

Financial and Operational Stewardship

- ## Accountability and Professional Practice

- ## KEY RELATIONSHIPS

External

- General Practitioners
- Community Therapy Services
- Other organisations

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.

- **Essential:**

- Nurse Unit Manager, 6 South-east | Surgical Services | April 2026 5/7

- ## KEY PERFORMANCE INDICATORS

- 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 _____