



The Royal
Melbourne
Hospital

Advancing health for everyone, everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Registered Nurse

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

As a Registered Nurse you are a vital member of the multi-disciplinary health care team who strive to deliver excellent care to patients and their families. You understand the importance of providing nursing practice which focuses on the best possible outcomes for your patients. Your interactions with patients, relatives and colleagues are guided by the organisation's values of patient centred care, trust and respect in an environment which continuously identifies opportunities for improving the quality of patient care.

The surgical specialties on ward 4 South West (4SW) Neurosurgery provide comprehensive, holistic nursing care. The Registered nurse is to provide patient education and care that is safe and demonstrates Melbourne Health values of people first, leading with kindness and excellence together. The Registered Nurse is responsible for direct patient care and is to report to the Nurse Unit Manager (NUM) and Associate Nurse Unit Manager (ANUM).

- Provide high quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team
- Liaise with the multi-disciplinary health care team to achieve the desired patient outcomes
- Perform nursing interventions and procedures in accordance with The Royal Melbourne Hospital policy and procedures
- Accept accountability for own actions and seek guidance if situations exceed the scope of practice of a Registered Nurse
- Ensure the vision, purpose and values of the organisation is understood and integrated into daily practice
- Participate in continuing education sessions, committees, special projects and relevant professional groups
- Promote patient advocacy, health promotion and teaching
- Support integration of undergraduate, graduate and postgraduate nurses including Enrolled Nurses within the unit
- Actively participate in annual performance review
- 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
- 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.

Internal

- 4SW Nurse Unit Manager
- 4SW Associate Nurse Unit Managers
- 4SW Nursing team
- Bed Managers and access coordinators
- Surgical teams
- Allied Health team members
- Health assistants

External

- Consumers
- Families of consumers
- Carers of consumers
- External Acute facilities
- External sub – acute facilities

Registered Nurse | Surgical Services | November 2025

- Registration as a Registered Nurse with the Nursing And Midwifery Board of Australia

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Mandatory Working with Children's check, Police check and Immunisation assessment
- Demonstrated ability to practise collaboratively as part of a multidisciplinary health care team
- Demonstrated provision of high quality patient care
- Developed assessment, clinical reasoning, problem solving and prioritisation skills
- High motivation and willingness to learn
- Excellent communication and interpersonal skills
- High level of reliability and professional conduct
- Minimum 1 year acute post registration experience (preferable 2 years)

Desirable:

- Windows based computer skills including Word, Excel and Outlook
- Previous experience in surgical nursing

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Completion of mandatory training activities including training related to the National Standards
- 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.

- **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.

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 _____