Position Description

Position title	Registered Nurse
Department / Division	Butterfly – Division of Critical Care Rosella – Division of Critical Care Emergency Department – Division of Critical Care
Classification	Registered Nurse Grade 2 Year 2 – Year 8 (YP3 – YP9)
Position reports to	Nurse Unit Manager
No. of direct & indirect reports	NA
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is *a world where all kids thrive.* RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of $850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT
Our Critical Care Services provides high-quality family centred nursing care to paediatric patients and their families from Victoria, along with those requiring specialised care from interstate and overseas spanning a broad range of specialties.

Critical Care nursing opportunities at RCH are available across teams caring for Neonatal and Paediatric Intensive Care and Emergency management within the following departments;

- Rosella - Paediatric Intensive Care
- Butterfly - Newborn Intensive Care and High Dependency Unit
- Emergency Department

Registered Nurses across our critical care services deliver safe, family-centred, evidence-based care to children and families with diverse and complex needs. Working collaboratively with multidisciplinary team, they deliver high quality care focused on supporting recovery and achieving best possible outcomes.

ROLE PURPOSE

The Registered Nurse (RN) is at the forefront of providing the highest quality nursing care to patients, carers and families across our nursing services. The RN provides safe, family centred, compassionate and evidence-based care to facilitate optimal health outcomes. The RN is a vital part of the healthcare team, engaging with multiple stakeholders across the organisation. The RN performs self-assessment of scope of practice and competence and retains responsibility for individual actions and accountability for care provided.

KEY ACCOUNTABILITIES

Clinical Practice

- Undertake comprehensive holistic patient assessments and contribute to the development of care plans, ensuring alignment with best practice and the individual needs of patients and families
- Provide direct care and support to patients and families, including administering medications, performing procedures, and monitoring vital signs
- Use critical thinking and analysis to plan, evaluate and implement nursing care and undertake interventions that result in positive healthcare outcomes for the patient and their families
- Recognise changes in consumers' condition and take necessary action including reporting and escalation, seeking appropriate assistance
- Collaborate and consult with the nursing team and other multidisciplinary team members to achieve desired health outcomes for patients and their families

Optimising Health Systems

- Communicate and collaborate effectively with key stakeholders to ensure coordinated patient care is efficient and supports functioning of healthcare systems
- Maintain a safe environment and report incidents promptly to the supervising nurse, Nurse Unit Manager or appropriate stakeholder
- Maintain accurate and up to date documentation ensuring compliance with legal and regulatory requirements

Education

- Provide culturally and cognitively appropriate healthcare education to patients and their families on conditions, treatment plans, and self-care strategies
- Promote patient and family education and involvement in decision-making related to their healthcare
- Ensure that educational materials are cognitively and culturally sensitive and tailored to individual patient and family needs
- Engage in ongoing professional development to stay informed about current evidence-based practices and advancements in nursing
- Actively participate in in-service training, workshops, and continuing education opportunities

Research & Improvement

- Participate in quality improvement initiatives, contributing to the ongoing enhancement of nursing practices and patient outcomes
- Participate in regular audits and reviews to maintain and improve the quality of care provided
- Incorporate evidence-based practices into clinical decision-making and care delivery
- Stay informed about current nursing research and apply relevant findings to improve patient outcomes
- Identify clinical practice improvement opportunities and discuss with your manager

Professional Leadership

- Uphold the professional and ethical standards set by the Nursing and Midwifery Board of Australia
- Serve as a role model for ethical nursing practices and professionalism
- Provide leadership within the nursing team, fostering a positive and collaborative work culture

Mentor junior staff and students, contributing to their professional growth and development

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (AHPRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)

Desirable:

- Post graduate qualification in relevant clinical field
- Recent experience in neonatal or paediatric nursing

KEY SELECTION CRITERIA

- Think critically and analyse nursing practice
- Ability to problem solve and prioritise
- Demonstrated clinical competence and a commitment to ongoing professional development
- Excellent communication and interpersonal skills
- Engages in therapeutic and professional relationships
- Ability to work collaboratively within a team and adapt to a dynamic healthcare environment

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	**March 2024**