

POSITION DESCRIPTION

Position Title:	ICU Critical Care Nurse
Business Unit/Division:	Emergency Services
Award Agreement:	Nurse and Midwives (Victoria Public Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Classification:	Grade 2 – YP4 – YP9
Employment Type:	As per contract
Reports to:	Nurse Unit Manager Associated Nurse Unit Manager
Date Prepared/Updated:	August 2025

General Role Statement:

The Critical Care Registered Nurse is responsible for delivering high-quality, evidence-based nursing care to critically ill patients within the Intensive Care Unit. Working within a multidisciplinary team, the role ensures the safe and effective management of complex clinical conditions while supporting patient-centred outcomes. The nurse will also contribute to clinical education, quality improvement initiatives, and uphold Northern Health's values of safe, kind, and together in all aspects of practice. Care is delivered in accordance with professional standards, legal requirements, and organisational policies within a continuous improvement framework.

ORGANISATIONAL OVERVIEW

Introduction

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Centre
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

ROLE STATEMENT

The Intensive Care Unit (ICU) at Northern Health is a dynamic, high-acuity environment consisting of eighteen beds, managing over 1,100 admissions per annum. Staffed by experienced Critical Care Registered Nurses and Intensive Care Specialists, the ICU delivers comprehensive care to critically ill patients and provides essential outreach services across the hospital. These services include the ICU Liaison Nurse service, Medical Emergency Team (MET), Parenteral Nutrition support, and Tracheostomy follow-up care, ensuring continuity of critical care beyond the walls of the unit.

Northern Health ICU is deeply committed to the educational and professional development of its workforce. The unit is accredited for medical training in intensive care medicine through the College of Intensive Care Medicine and is also an accredited site for critical care certificate nurse training. Ongoing education is supported through regular in-service programs, access to research opportunities, and individualised learning pathways, enabling nurses to grow professionally and contribute meaningfully to evidence-based care. The nursing team is supported by Clinical Support Nurses 7 days per week, fostering a culture of continuous learning and clinical excellence.

The Critical Care Registered Nurse is accountable for the safe and effective delivery of high-quality, evidence-based nursing care in accordance with professional standards, legal and regulatory requirements, and Northern Health policies and procedures. This includes working collaboratively within a multidisciplinary team, exercising sound clinical judgement in high-pressure scenarios, and engaging in continuous quality improvement activities. The nurse will also support patient and family-centred care, uphold Northern Health's values of Safe, Kind, and Together, and contribute to creating a positive, inclusive, and culturally safe environment.

Working within scope of practice guidelines, the ICU Registered Nurse plays a key role in maintaining excellence in critical care delivery, supporting junior staff, participating in clinical education, and advancing patient outcomes through both direct care and broader unit engagement.

This position is responsible for:

- Deliver high-quality, safe, and person-centred nursing care to critically ill patients in the ICU, aligned with evidence-based practice and organisational policies.
- Assess, monitor, and manage patients with complex and evolving clinical conditions using advanced critical care nursing skills.
- Support the development of clinical capability in the unit by mentoring and guiding junior nurses, postgraduate students, and staff in rotation.
- Engage in ongoing professional development, including participation in in-service education, quality projects, and research activities.
- Ensure accurate, timely, and professional clinical documentation using the Electronic Medical Record (EMR) system.
- Contribute to continuous improvement initiatives and audits aimed at enhancing patient outcomes and strengthening team performance.

- Promote a safe, inclusive, and respectful work environment that reflects Northern Health's values of **Safe, Kind, and Together**.
- Escalate clinical, safety, or operational concerns appropriately and participate in risk management and incident reporting processes.
- Maintain accountability by working within defined scope of practice, ensuring high standards of care delivery at all times.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Practice Expectations

- Serve as a clinical resource and mentor for rotating staff, including New STEP participants, postgraduate nurses, and undergraduate students.
- Deliver patient education both formally and informally as part of a comprehensive care approach.
- Actively participate in Code Blue, MET calls, and critical incident responses within ICU and across the hospital.
- Support Code Blue allocations and contribute to the organisational response to clinical deterioration.
- Promote optimal resource utilisation and cost-effective care delivery.
- Delegate duties in accordance with staff competence and patient care requirements.

- Foster a culture of psychological safety, inclusion, and staff wellbeing.
- Incorporate patient and carer feedback to continually improve care delivery.

Strategic and Project Management Leadership

- Lead or contribute to ICU quality improvement initiatives that align with departmental and organisational strategic goals.
- Participate in Special Interest Groups (SIGs) and support research and service development activities.
- Ensure compliance with infection prevention, device-related safety protocols, and routine skin and oral care assessments.
- Contribute to nursing-led research and innovation projects that advance evidence-based critical care practice.
- Contribute to the strategic growth and vision of ICU and Northern Health.

Organisation-Wide Contribution

- Work with the NUM/ANUM to optimise patient flow across the ICU and Emergency Services Division.
- Identify and address barriers to timely patient admission and discharge.
- Participate in unit-based and organisational quality and safety initiatives.
- Deliver patient care that aligns with hospital protocols and professional standards.
- Act as a clinical role model through excellence in direct care, professionalism, and integrity.
- Integrate current best practices into daily care delivery and model lifelong learning.
- Maintain precise and timely documentation in line with legal, professional, and EMR standards.
- Recognise clinical deterioration and promptly report changes to the Nurse in Charge.
- Actively participate in team meetings, case conferences, and collaborative discharge planning.
- Empower patients and families to be active participants in their care journey.
- Advocate for patients' rights, dignity, and cultural needs.
- Uphold strict confidentiality in all matters related to patients and staff.
- Seek support or supervision when faced with unfamiliar clinical challenges.
- Ensure compliance with record-keeping, legal requirements, and organisational documentation standards.
- Report incidents and near-misses using VHIMS in a timely and accurate manner.

Diversity and Inclusion

- Commit to the principles of Person-Centred Care in all aspects of nursing practice.
- Demonstrate culturally responsive and consumer-focused behaviours in all interactions.
- Partner with patients and carers to co-design improvements in service delivery.
- Actively support Northern Health's Cultural Responsiveness Plan, promoting equity, respect, and inclusivity.

Innovation and Culture Change

- Promote a culture of innovation, learning, and continuous improvement within the ICU.
- Encourage a growth mindset and champion initiatives that enhance staff engagement and resilience.

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- Registration with AHPRA
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Experience

- Minimum of two years clinical experience in an Intensive Care environment
- Post Graduate qualification in Critical Care Nursing – Intensive Care or equivalent experience

Knowledge, Skills and Behaviours

- Monitors own day to day performance against operational targets and strategic contributions
- Shows initiative and proactively steps in to do what is required to achieve goals within scope of practice.
- Actively seeks clarifications on role expectations if unclear.
- Escalates all clinical, patient's staff and environmental concerns in a timely and safe manner to the nurse in charge.
- Actively listens to ensure understanding, asking appropriate and respectful questions when required
- Works effectively as part of a team, including promoting and leading by example in strategies such as team or buddy nursing
- Is an active member of the team speaking up at opportunities to engage.
- Proactively seeks feedback to identify areas for development, striving to contribute effectively
- Follows Northern Health's Occupational Health and Safety Framework at all times.

- Recognises the importance of patient experience and is passionate about providing outstanding care.
- Response with empathy, honesty and professionalism to difficult or sensitive conversations and situations.
- Is aware of own response to pressure, conflict or change, seeking support when needed
- Applies sector knowledge in the context risk mitigation within own position.

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: