Position Description

Position Title	Registered Nurse – Chronic Rehabilitation
Classification & Salary Range	Registered Nurse Grade 3A (YT11)
Agreement Name	Nurses and midwives (victorian public sector) single interest employer agreement 2024-2028
Position Reports To	Manager Integrated Services
Last Updated	October 2026

Position Purpose

The role of the Registered Nurse – Integrated services is to provide effective coordination and management of clients attending the Chronic Rehabilitation program in line with evidence-based practice, Health Independence Guidelines, Access policy and Eastern Health standards.

The Registered Nurse is responsible for the provision of specialised clinical nursing services within the multidisciplinary Chronic Rehabilitation Team (including Cardiac, Heart Failure and Pulmonary, Oncology Rehabilitation team) and HARP. This position will provide clinical expertise through support and education to patients/clients and nursing/medical/Allied Health staff within Eastern Health. The role includes comprehensive clinical assessments, care planning, monitoring and review. Services are goal orientated, and time limited with a focus on ensuring adequate processes are in place for a safe transition and discharge according to the clients ongoing needs.

Integrated services aim to prevent avoidable hospital presentations and admissions by implementing models of care for clients with complex or chronic conditions who frequently attend hospitals or are at imminent risk of hospitalisation.

The Registered Nurse role provides intensive care coordination across the hospital and community continuum ensuring integrated seamless care. Care is patient centred, based on meeting client's individual needs which can include physical and mental health, psychosocial and environmental needs. The role targets clients with high care need with a focus on complex conditions and or chronic disease.

Major Duties and Responsibilities

- Assist the clinical coordinator and Chronic Rehabilitation Team leader in driving timely and effective patient flow through the Chronic Rehabilitation Programs and support access and discharge planning initiatives as per The Health Independence Guidelines and Access policy.
- Work collaboratively with Integrated Services HARP and Chronic Rehabilitation, Community Rehabilitation Programs to support the systems, processes and projects required to ensure efficient, effective and responsive health service operations in line with the organisation's strategic direction.
- Ensure personal compliance with relevant Acts, Agreements and Eastern Health Directions, Policies, Procedures and Staff Handbook and Code of Conduct.
- Ensure practice development initiatives are completed within the mandates of the position.
- Leads in the development of educational resources for patients/clients and family.
- Work collaboratively with Manager and clinical leader to implement strategy and recommendations following patient incidents in designated area.
- Accept accountability for addressing clinical practices that are inconsistent with policy and evidence-based practice in student and novice staff and support the nursing workforce to maintain best practice standards.
- Uphold Eastern Health philosophy and personal practice which ensures staff treat all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner.
- Provide timely and effective communication with healthcare personnel to guide and achieve optimal patient/ performance outcomes.
- Positively promote EH to potential future employees / students.
- Role model a customer focused manner through all interpersonal communications across the multidisciplinary team, aligned to the values of the organization, ensuring staff can work in a non-discriminatory and harassment free environment.
- Role model professional behaviours, approachability and accessibility with all staff within the designated clinical area.
- Role model clinical excellence and leadership, providing support, mentorship, assessment, supervision and education within the clinical area, that drives a culture of professional development within all levels of the nursing/midwifery staff profile.
- Provide clinical support that is timely and equitable
- Flexible and adaptive to the Client with a Client Centred Approach
- Founded within research evidence and evidence-based practice
- Promote and foster reflective nursing practice.
- Support and guide practice within the Integrated Services within the philosophy, intent, and standards prescribed by Australian Nursing and Midwifery Board and Eastern Health policy and procedures
- Collaborate to ensure all 'student/novice' staff within educational programs/courses receive timely and constructive informal feedback and active performance review and development plans.
- Support communication and compliance of specific clinical competencies and directives that may be prescribed by the Eastern Health Nursing & Midwifery Executive.
- The Registered nurse will demonstrate a minimum level of competence in clinical decision making, as outlined in the Eastern Health Domains of Practice, and will be expected to be a positive role model, mentor and resource within the team.
- Ensure staff compliance with relevant clinical competency and training requirements specified by Eastern Health and that accurate documentation to provide evidence of this training/ competency is maintained
- Meet individual and team targets as set out by the program
- The Registered Nurse will assist the Team Leaders and Manager to ensure clinical standards are met and that continuous service improvement occurs.

Key Selection Criteria

Essential Selection Criteria:

- Bachelor of Nursing / Midwifery or other recognised equivalent formal qualification leading to condition free registration in Australia
- Registration with the Nursing and Midwifery Board of Australian (NMBA) via AHPRA
- At least five years relevant and recent clinical experience
- Current Victorian Driver's Licence

Desirable Selection Criteria:

- High level communication, both written and verbal, demonstrated high level of interpersonal skills with consumers, their families and all health care professionals
- Computer literacy and embracing of health technologies and informatics.
- Ability to problem-solve in a variety of complex situations
- Post-graduate in a relevant speciality
- Demonstrated skills in the management of chronic disease especially in the care coordination space.
- Previous exposure to working with KPIs

Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Read more about Eastern Health's strategic goals here.

Our Commitment to Diversity, Equity and Inclusion



Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and Torres Strait Islander people, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background are strongly encouraged to apply.

For more information, please click here.

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical support for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following to uphold Eastern Health's Promise and Values:

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care are consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. For more information, please click here.

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

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

- 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.

For more information about Quality and Safety please click here and for Staff Wellbeing please click here.

Final Note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against influenza prior to commencing employment.

Application Support

If you need support or adjustments during the application or recruitment process, please contact the hiring manager or our Talent Acquisition team on (03) 9955 7555 (option 1). For current employees please select option 2.

Candidate Statement

I _____ have read, understood and accepted the above position description and associated attachments.

Signed: _____ Date: _____