

POSITION DESCRIPTION

Position Title:	Mental Health Clinician – Registered Psychiatric Nurse (Intensive Support Program)
Business Unit/Department:	Western Health
Division:	Mental Health and Wellbeing Service – Outer Community Team
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020- 2024
Classification:	RPN3 (NP81-NP74)
Reports To:	Manager – MH&WS Outer Community Team Team Leader – ISP
Direct Reports:	N/A
Date Prepared/Updated:	5 May 2025

Position Purpose
<p>This position presents an exciting opportunity to contribute to a highly dynamic and collaborative team, dedicated to providing exceptional mental health care across the diverse communities of Melton and Brimbank. At Western Health, we recognise the integral role that teamwork, adaptability, and professional achievement play in delivering superior care. We take pride in fostering a supportive and inclusive environment, where the contributions of each team member are valued. The multidisciplinary team, comprising skilled clinicians in nursing, occupational therapy, social work, psychology, and medical disciplines, is united in its mission to enhance the mental health and wellbeing of consumers while providing meaningful support to their families and carers.</p> <p>As an Intensive Support Program (ISP) Nurse, you will be entrusted with delivering recovery-focused care to a caseload of consumers, employing a holistic and evidence-based approach. The role entails working within the ISP function to not only provide direct care to your allocated consumers but also to offer discipline-specific support to other consumers across the service. ISP is a smaller, cohesive team where a collaborative, integrative approach to care is central to achieving optimal outcomes for all individuals under our care.</p> <p>This role requires a balance of clinical practice and administrative responsibilities, demanding exceptional organisational skills and attention to detail. In accordance with the standards of tertiary mental health services, you will be expected to meet a variety of key performance indicators (KPIs), ensuring the delivery of high-quality, person-centred care in line with organisational and legislative requirements.</p>
Business Unit Overview
<p>Western Health's Mental Health and Wellbeing Service (MH&WS) provides a comprehensive range of specialist mental health services to people who reside in the local government areas of Melton, Brimbank and parts of Hume (Sunbury/Bulla) and Maribyrnong. We deliver specialist clinical programs across Adult</p>

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Community Services, EMH/PARC/CL psychiatry, St Albans Community Care Unit and our Adult Mental Health Rehabilitation Unit and Adult Acute Inpatient Unit.

The MH&W service is situated in a growth corridor where continuous development, service expansion and innovative new programs are on the rise. Outer Community team is one of the MH&WS adult mental health programs and responsible for community mental health care of consumers living in the city of Melton and some suburbs of Brimbank.

Key Responsibilities

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- **Clinical Care:**
 - Deliver high-quality recovery-oriented care within your scope of practice.
 - Assess consumer needs through comprehensive screening and clinical decision-making.
 - Develop and implement individualised care plans in collaboration with consumers, families, and the multidisciplinary team.
- **Care Coordination:**
 - Coordinate care and advocate for consumers and their families, ensuring effective communication across internal and external service providers.
 - Work with colleagues, including psychiatrists and allied health professionals, to create seamless care pathways for consumers transitioning between services or stages of recovery.
- **Legislative Compliance:**
 - Practice within the frameworks established by the **Mental Health and Wellbeing Act 2022**, ensuring all care complies with relevant legislation and policy directions.
- **Team Contribution:**
 - Actively engage with the multidisciplinary team, contributing to team culture, service development, and quality improvement initiatives.
 - Participate in service portfolio management, with responsibility for specific tasks and activities related to service development.
 - Take on additional tasks where required, supporting the growth and refinement of service delivery within the ISP.
- **Documentation and Reporting:**
 - Maintain accurate and timely clinical documentation, adhering to Western Health's documentation standards and legal requirements.
 - Use relevant electronic systems to update consumer records and manage case documentation efficiently.
- **Professional Development:**
 - Engage in continuous learning through mandatory training, professional development, and feedback.
 - Actively participate in annual performance discussions and team development activities.
- **KPI Management:**
 - Work within the key performance indicators (KPIs) set by Western Health and within the scope of the tertiary mental health services to ensure compliance with service delivery standards.

About You:

You are a motivated mental health clinician committed to continued learning and developing your clinical skills.

You have a passion for caring and making a genuine difference in the lives of public mental health consumers.

You enjoy being part of a dynamic team and draw on the experience of your colleagues yet are confident to work autonomously.

You communicate clearly, openly and effectively within internal and external stakeholders in verbal and written form.

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About You

You are a skilled, compassionate clinician with a passion for making a difference in the lives of people experiencing mental health challenges. Your ability to work collaboratively within a multidisciplinary team, combined with your strong clinical expertise and interpersonal skills, makes you well-suited to this dynamic and rewarding role. You thrive in a supportive environment that encourages flexibility, growth, and continuous improvement.

You are committed to the principles of recovery-oriented practice and work effectively under the **Mental Health and Wellbeing Act 2022**, always striving to improve the lives of consumers and their families. You are capable of balancing clinical demands with service requirements and take pride in delivering high-quality care that respects the rights and responsibilities of each individual.

Your Experience

- At least **2 years of experience** in the provision of clinical services, particularly in community mental health services or similar high-demand environments.
- Comprehensive understanding of recovery frameworks and **evidence-based interventions** for managing complex mental health conditions.
- Strong working knowledge of the **Mental Health and Wellbeing Act 2022**, including the application of relevant legislation and policy within the mental health setting.
- Experience in engaging with consumers and families from diverse backgrounds, building rapport and trust while supporting consumers in their recovery journeys.
- Ability to work collaboratively within a **multidisciplinary team**, contributing to a positive and supportive work environment.
- Strong documentation and communication skills, including the ability to provide clear and concise reports both verbally and in writing.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Community Team Manager
- Community Team Leaders
- Consultant Psychiatrists
- Multidisciplinary Team
- Administration staff
- MH&W clinical programs

External:

- Centralised Triage
- Non-Government agencies, drug and alcohol services and primary health providers.

Selection Criteria

Formal Qualifications:

- Registered Psychiatric Nurse: Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.

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- Bachelor's Degree in Psychiatric/Mental Health Nursing or equivalent, or Bachelor's Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Essential:

- Experience: Minimum 2 years' experience working in community mental health or similar clinical settings, dealing with consumers with complex needs.
- Knowledge and experience in recovery-based service delivery and application of relevant mental health legislation, including the Mental Health and Wellbeing Act (2022).
- Ability to work collaboratively with a diverse range of consumers and service providers.
- Excellent interpersonal and communication skills, with an ability to engage and build rapport with consumers and their families.
- Victorian Driver's License and the capacity to drive work vehicles.
- Commitment to ongoing professional development and adherence to ethical standards and codes of conduct.

Desirable:

- Ability to speak a community language.
- Advanced computer skills and proficiency in using electronic systems for clinical documentation.

Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement

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- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: [Click here to enter the Employee's name.](#)

Employee's Signature: _____

Date: [Click here to enter a date.](#)

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