

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant
Business Unit/Department:	Sunshine Mental Health and Wellbeing Centre, Unit 3
Division:	Mental Health Wellbeing Services
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2022–2024
Classification:	RPN 5 – Full time 1.0 EFT (NP51)
Reports To:	Nurse Unit Manager
Direct Reports:	Category A
Date Prepared/Updated:	14 April 2025

Position Purpose

The CNC will play a pivotal role in supporting the Program Manager, the leadership group and the broader team through providing clinical leadership and upholding best practice nursing and recovery-oriented care through role modelling and proactively engaging the team. The CNC will provide expert mental health consultation to the team, in particular prioritising that vulnerable and high-risk consumers are receiving appropriate supports and care on the unit and that risk management strategies are implemented.

The CNC is pivotal to the ongoing professional development of nursing staff within the Western Inpatient Psychiatric Unit - WIPU where the emphasis of educational programs is to support nursing staff within the clinical area. The incumbent will have demonstrated ability to conduct and facilitate appropriate clinically orientated education and will be skilled in the assessment, design, implementation, and evaluation of clinical nursing educational programs provided in the least restrictive environment. The CNC is an important role that will support the provision of ongoing educational development of the nursing staff on the unit within the educators' scope of responsibility.

The CNC will work alongside the NUM, Clinical Nurse Educator and Lead Consultant Psychiatrist to support and develop the multidisciplinary team on a day to day basis as well as support ongoing quality initiatives and service development of the service. The CNC will have strong knowledge of contemporary best practice, recovery oriented and trauma informed care and therapeutic approaches and will utilise these skills to build workforce capabilities.

The CNC will be part of the leadership team and will participate in and support any service improvement initiatives including service improvement projects, clinical audits and incident reviews.

The CNC will monitor and advise on nursing standards of practice and develop strategies to meet identified needs of the nursing workforce on the unit. The CNC will identify and assist in the implementation of best practice within Mental Health Nursing.

The CNC will provide sound clinical leadership and have the ability to be a role model to staff, including supporting the Safety-First Initiative. The CNC will encourage a supportive environment in which critical thinking; reflection and evidence-based practice are components of a process of continuous quality improvement, both for individual professionals and systemically throughout the service.

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Business Unit Overview
<p>The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.</p> <p>The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.</p> <p>Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.</p> <p>The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.</p> <p>The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.</p>
Key Responsibilities
<ul style="list-style-type: none"> • Provide expert mental health consultation to the inpatient unit team. • Engage with project team meetings and development of operational processes, guidelines, training and orientation in preparation for operationalising the new service. • Increase the capability, skills and knowledge of the multidisciplinary team. • Facilitating best practice standards of mental health nursing within the service. • In collaboration with the NUM, ensures that consumers and carer complaints and compliments are reported and responded to within identified timeframes. • Works collaboratively with the multidisciplinary teams to ensure delivery of efficient, effective and responsive services. • In collaboration with the Manager facilitates the incorporation of the roles of Consumer and Carer Consultants and Peer Support Workers into the clinical processes of the inpatient program <p>Advance the utilisation of mental health nursing research outcomes into clinical best practice and standards on the unit.</p> <ul style="list-style-type: none"> • Facilitate consumer groups consummate with the key responsibilities of the role. • Provision of evidence-based learning and development opportunities inclusive of professional knowledge and drawing on empirical evidence. • Provides a high level of clinical consultancy to the leadership group and broader team in relation to assessment, planning and delivery of recovery focused nursing care of consumers on the inpatient unit • Provides mentorship, leadership, education and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical expertise. • Works collaboratively with the NUM to address concerns relating to care of vulnerable and high-risk consumers on the unit • Identify and develop plans where clinical risk or non-compliance with clinical practice is identified • Holds substantial responsibility in the implementation of clinical frameworks such as Safewards, mental health intensive care framework and reducing restrictive interventions in the inpatient setting • Contribute to the quality of care through the implementation and evaluation of OCMHN initiatives, overseeing the development of high-quality clinical care plans, effective discharge plans, the provision of appropriate consumer and family/carers interventions, education and referral to appropriate continuing care providers. • Provides high level advice to the Manager on quality improvement activities that facilitate improved clinical outcomes for consumers presenting with acute mental illness • Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing • Participates in the incident review processes and collaborates with the Manager to ensure that recommended policies and procedures are implemented and adhered to on the units. • Adheres to the principles of confidentiality and at all times, treats with the strictest confidence, information in relation to the treatment of consumers

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<ul style="list-style-type: none"> • Contributes to the delivery of recovery-oriented practice, flexible, personalised and consideration of consumer self-determination in care delivery. <p>Identifies clinical education and professional development needs and in collaboration with the Manager, and nurse educators utilises formal and informal opportunities to improve the team's knowledge and capacity to deliver high quality consumer care.</p> <ul style="list-style-type: none"> • Contributes to the planning and implementation of the clinical education programs to meet the needs of inpatient unit nursing team. • Promotes incorporation of contemporary mental health nursing practices that utilise evidence- based approach which encourages creativity, critical thinking and effective practice. • Collaborates with Manager to initiate, conduct and disseminate findings of locally based research on the inpatient unit. • 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 Western Health teams. • Demonstrate a commitment to ongoing professional development for self • 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. • Respect that Western Health is a smoke-free environment. • Contribute to organisation-wide and service/division initiatives and planning activities. • Create a psychologically safe work environment where everyone feels safe to speak up.
<p>Key Working Relationships</p>
<p>Internal:</p> <ul style="list-style-type: none"> • Nurse Unit Manager, Team Leader • Lead Consultant and medical staff • Multidisciplinary team • WH Senior Nurse Consultant and Senior Mental Health Nurse • Quality Improvement Consultants • WH Director Area Manager and Director of Clinical Services • Lived experience workforce • Administration staff • Consumers and carers <p>External:</p> <ul style="list-style-type: none"> • Nursing education unit, WH Director of nursing and nursing advisor • WH Training and Development Unit, Quality Planning and Innovation Unit, • Western Health • Office of Chief Psychiatrist and Office of Chief Mental Health Nurse • Mental Health Complaints Commissioner • Work Safe Victoria • Department of Health – Mental Health and AOD branch • Community services and primary care providers
<p>Selection Criteria</p>
<p><u>Formal Qualifications</u></p> <ul style="list-style-type: none"> • Registration with the Australian Health Practitioner Regulation Agency as a Division 1 Registered Nurse • Undergraduate degree in nursing or equivalent

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- Post-graduate qualification in mental health nursing or equivalent

Essential

- Substantial clinical experience (at least five years) in a range of Mental Health settings (e.g. aged persons mental health, acute psychiatric units, community)
- Well-developed knowledge and understanding of the Mental Health Act and other relevant legislation, policies, and strategic directions of Public Mental Health Services.
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues, and other service providers
- Demonstrated experience & expertise in the provision of mental health nursing care and treatment to adults with severe mental health problems.
- Strong understanding of workforce development needs, scope of practice, and other issues related to the Nursing workforce
- A Certificate IV in Training & Assessment (or working towards completion) and/or demonstrated industry experience in designing and delivering training
- Demonstrated experience working with large groups of diverse stakeholders
- Demonstrated capacity and initiative to work with limited direction.
- Ability to problem solve and negotiate with nurses, nursing team and other service providers
- A proven ability to provide clinical leadership and professional guidance to nursing teams.
- Demonstrated ability to work in complex multidisciplinary teams.
- Demonstrated understanding and knowledge in the implementation of quality improvement programs.
- Experience having and in delivering Supervision, Preceptorship and Mentorship.
- Current Victorian Driver's License.
- Clinical Supervision Certificate

Desirable

- Certificate IV Workplace and Assessment and Training
- Postgraduate qualifications or training in Education

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 (if requested)
- 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

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- 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
- Work at any of the Western Health sites as directed, in accordance with business and organisational demands and priorities.

General Information

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