

POSITION DESCRIPTION

Position Title:	Registered Psychiatric Nurse, Grade 4
Business Unit/Department:	Melton Local Mental Health & Wellbeing Service
Division:	Mental Health & Wellbeing
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020- 2024
Classification:	Registered Psychiatric Nurse GR 4 YR1 to GR 4 YR3 (NP75 to NP 77) Increment reflects qualification and experience
Reports To:	Western Health Melton Community Manager, MIND Service Manager
Direct Reports:	N/A
Date Prepared/Updated:	4 March 2024

Position Purpose

This role is a Grade 4 Registered Mental Health nurse position in the Melton Local Mental Health and Wellbeing Service.

The Adult and Older Adult Mental Health and Wellbeing services, otherwise known as “Locals”, are a key recommendation from Victoria’s Royal Commission into the mental health service system. As such, the Locals are a key feature of the current system transformation.

The Locals will act as a front door to the mental health service system utilising a no wrong door approach. The Locals will provide a continuum of care and support including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework approach.

Mind Australia is the lead agency in a consortium which comprises of IPC Health, Western Health and Thorne Harbour Health, who will deliver the Melton Local. Our shared vision is a Melton Local that delivers integrated care and support that puts the person accessing the service at the very centre of their treatment, support and care coordination using a range of evidence informed approaches. The consortium is committed to embedding lived and living experience within all aspects of the service including program design and evaluation, leadership, service delivery and governance.

The grade 4 Nurse will work alongside a multidisciplinary team within the newly formed Local mental Health and Wellbeing Service and be expected to:

- Competently contribute to service development as the Local expands and works to meet community demand.
- Provide a high-quality standard of consumer care. This includes timely and recovery-oriented completion of mental and physical health assessments; including formulation, care planning and

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contemporary evidence-based interventions to improve consumer outcomes including documentation of progress in client files as required.

- Provide timely and evidence based risk assessment to consumers as required including documentation and sharing of information to relevant others.
- Accept accountability and work autonomously and effectively within a multidisciplinary team and scope of practice, and seek guidance if situations exceed the defined scope of practice of the role/grade.
- Provide input within the team regarding care planning, consultation and service delivery including attendance at clinical review meetings.
- Provide multidisciplinary staff, graduates and students with appropriate supervision, training and instruction in accordance with policy and procedures.
- Work collaboratively with the multidisciplinary interprofessional team and other relevant stakeholders to promote and facilitate access to primary mental health care services including the provision of support to assist staff to recognise and respond to mental health conditions and provide effective clinical management.

Business Unit Overview

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.

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.

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.

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.

Key Responsibilities

- Work in your scope of practice and seek help where required.
- Work in partnership with consumers and where applicable carers and families.
- Clinical work as allocated, including individual, family/carer and group work
- Perform physical health assessment and intervention including metabolic monitoring.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Work collaboratively with colleagues across all teams.
- Work within the Mental Health and Wellbeing Act 2022.
- 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.
- Respect that Western Health is a smoke-free environment.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Monitor and achieve relevant KPIs and targets.
- Active participation in managerial and discipline specific supervision

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- Attend and participate in team meetings including those with a managerial and/or clinical focus

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

Key Working Relationships

Internal:

- MIND service manager
- IPC clinical manager
- Western Health operational manager
- Consultant Psychiatrists/ Registrars
- MIND Team Leader
- Multidisciplinary Team
- Consumers and Carers
- Supervisor
- Senior Nurse
- Director of Nursing, Western Health

External:

- Clients and their family/carers
- Key community stakeholders, including but not limited to:
 - GP
 - Private practitioners
 - NDIS providers
 - Vocational and employment agencies

Selection Criteria

Essential

- At a minimum, 5 years practice as a Psychiatric Registered Nurse
- Current registration with AHPRA
- Commitment to Western Health Values
- Commitment to MIND's principals of practice
- A high level of commitment to the Intentional Peer Support model and the peer work discipline
- A comprehensive understanding of the concept of Recovery as it relates to mental health
- An understanding of the mental health service system and the Mental Health and Wellbeing Act 2022
- Demonstrated understanding of nursing theory, models and their application in clinical settings.
- Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services
- Ability to function effectively as part of a multidisciplinary team.
- Well-developed interpersonal skills and ability to communicate effectively with others (verbal and written communication)
- Established and effective organisational skills and demonstrated capacity for using initiative and problem solving
- Demonstrated interest in ongoing professional development and ability to reflect and learn from experience
- Competent computer skills
- A current Victorian driver's license

Desirable

- Ability to speak a community language in addition to English
Aboriginal and Torres Strait Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply

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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
- 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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