



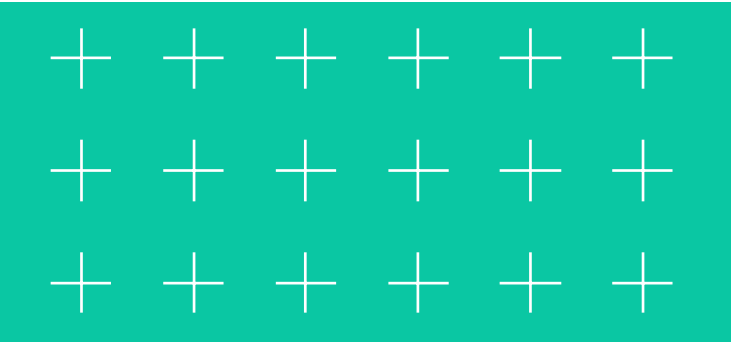
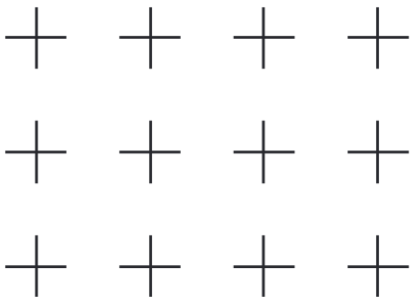
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior Registered Psychiatric Nurse -
Mental Health Intensive Care Area
Response (MHICAR)



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**

Position Description

Position Title:	Senior Registered Psychiatric Nurse - Mental Health Intensive Care Area Response (MHICAR)
Service:	Orygen Specialist Program
Location:	Footscray
Reports To:	Nurse Unit Manager - Inpatient Unit
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024
Classification:	Registered Psychiatric Nurse Grade 4 (NP75 - NP77)
Immunisation Risk Category:	Category A
Date of Review:	May 2023

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates four primary mental health care headspace services in the catchment area.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, and personality disorders; and also manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

Orygen highly values responsive services for youth in the western and northwestern region of Melbourne. Orygen programs are to be guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

DEPARTMENT DESCRIPTION

Forming a part of the OSP Acute Services, Orygen Inpatient Unit is a 16-bed low dependency area and a further six beds for targeted specialised service delivery for young people with complex mental health and psychosocial needs. Our unit adheres to a philosophy of least restrictive practice, that is recovery focussed and young person centred.

The IPU is located in Footscray at the Western Hospital site. Orygen has an ongoing commitment to improve service accessibility and the development of new sites across the catchment area.

POSITION SUMMARY

The Mental Health Intensive Care Area Response (MHICAR) model is a first across Victoria and involves providing access to additional resources to complement the existing IPU team to recognise and address deteriorations in young people. The IPU team early response to engage with young people who may require increased assessment and care planning, and set clinical standards for the use of restrictive interventions, such as seclusion or physical restraint.

The Senior MHICAR Nurse will explore possible approaches to managing young people's distress, including sensory-based calming approaches, trauma-informed de-escalation strategies, understanding of potential triggers, and preferred calming techniques. The role has an evidence base including the Mental Health Intensive Case Framework from DHHS (Safer Care Victoria) Mental Health Act 2014 and upcoming Mental Health Act 2023.

The Senior MHICAR Nurse will work as part of a multidisciplinary team and be responsible for the provision of innovative nursing leadership and support, while promoting safe and therapeutic engagement.

The Senior MHICAR Nurse will model safe, timely, person-centred and trauma-informed care for young people experiencing distress and vulnerability during an admission.

KEY ACCOUNTABILITIES

- Provide clinical nursing leadership that role models less restrictive methods of distress management, inclusive of sensory-based approach, trauma informed de-escalation strategies, understanding early warning signs and potential flashpoints.
- Identify young people presenting with heightened risk of harm to self and others during an acute phase of their illness, coordinate a MHICAR team response to assess the safest clinical response which may result in a suite of intention clinical interventions, promoting staff and consumer safety by formulating nursing-led behaviour support models individually tailored to consumers.
- Provide support to the clinical team to formulate and implement safety plans for young people to proactively manage behaviour and reduce the need to call a planned code grey / code grey. This includes being able to integrate behaviour support plans, safety plans, sensory profiles and advance statements.
- Provide advanced communication pathways, including leadership huddles, planning with the treating team and shift leaders, security staff and management to support timely and coordinated planned code grey such as complex admissions, administration of long acting injectable or discharges.
- Provide expertise in the use of pharmacological protocols supporting responsive, preventative and evaluated measures.
- Work closely with the Clinical Nurse Consultant (CNC) in the rollout, evaluation and participation in the day to
- Collaborate with the IPU leadership to provide an environment where the NWMH/RMH/Orygen Safety Culture thrives to enable the unit to be a great place to work and a great place for care.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Provide leadership to support staff wellbeing and to reduce incidents of occupation violence and aggression.
- Participate in MOCA Training to be a credentialed Foundation Trainer.
- Manage complex clinical presentations, plan and carry out forensic and complex admissions, provide support or coaching to the ANUMs.
- Be an active member of the leadership group which consists of the NUM, Team Leader, CNC, Allied Health Senior and CNE.
- Engage in your own clinical supervision and provide clinical supervision.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion. Ensure direct reports receive regular feedback and participate in annual discussions.

day running of the clinical response team to acute deterioration.

- Collaborate with CNC to role model the use of the DASA APP, ensuring completion and staff understanding of this intervention.
- Role model the DHHS Reducing Restrictive Interventions practice framework and participate in embedding it in the ward environment.
- 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 RMH teams.

- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- 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.
- Take reasonable care for your safety and wellbeing and that of others.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Speak up for safety, our values and wellbeing.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager
- Lead Consultant
- Team Leaders
- Clinical Nurse Consultant
- Clinical Nurse Educator
- OSP Executive and Program Manager
- Orygen Director of Clinical Services
- OSP Disciple Senior Nurse
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; HOPE; and FYMHS.

External

- NWMH MHICAR Team
- Royal Melbourne Hospital Nurse Executive
- Royal Melbourne Hospital Nursing Education
- NWMH Area and Program Manager
- Centre for Psychiatric Nursing
- NWMH Access Manager
- Youth Justice Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

KEY SELECTION CRITERIA

Formal Qualifications:

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Essential:

- A minimum of 5 years' previous experience in nursing practice within the mental health field, including young people experiencing mental health disorders.
- Demonstrated experience in the provision of acute care with young people from a range of backgrounds and diagnoses; including, risk assessment, mental state assessment, psychoeducation related to illness, care coordination, and partnering with young people and family/carers.
- Knowledge and skills in trauma-informed care, sensory modulation and Safewards.
- Experience in a nursing leadership role, RPN3 or above.
- Ability to physically participate in being a credentialed MOCA (Management of Clinical Aggression) trainer to foundation level.
- Experience and knowledge of project evaluation and measurement.
- Clinical experience and skills in engaging and working collaboratively with young people and their families/carers in a mental health setting and expertise in providing case management.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Demonstrated clinical expertise to initiate and lead evidence-based nursing practice in the care delivery to consumers with complex mental health needs; including drug and alcohol and disability.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Demonstrated problem-solving activities that may require considerable understanding and interpretation of facility and departmental policy
- Demonstrated ability to develop and maintain clinical programs, which have implications for all nursing services within the inpatient unit.
- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Well-developed interpersonal and communication skills (written and verbal).
- Knowledge of the rationale and evidence for early intervention in mental illness.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Willingness to work from a community-based site and across multiple sites if required.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- A current Victorian driver's licence.
- A Working with Children check.
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Aboriginal and Torres Strait Islanders are highly encouraged to apply.
- Experience in working with ACCHO and Aboriginal Communities and Families.
- A working knowledge of community-based organisations and human services organisations.

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- Computer and keyboard skills.
 - Commitment to the development of integrated clinical research within the service
 - Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/ legislation relevant to working with young people in a mental health setting.
 - Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services)
 - The incumbent may be required to perform other duties as directed.
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
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AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
 - Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
 - Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
 - Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
 - Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.
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ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

Date
