

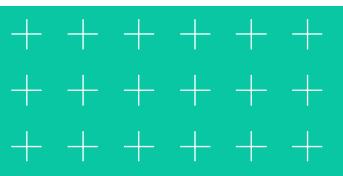


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Registered Psychiatric Nurse







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



Lead with Kindness



Together

Excellence



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.

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

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: Registered Psychiatric Nurse

Service: Orygen YPARC, Clinical Services Reform

Location: Parkville

Reports To: YPARC Coordinator

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

2020-2024

Classification: RPN Grade 3 (NP81 - NP83; NP74)

Immunisation Risk Category: Category A

Date of Review: July 2022

POSITION SUMMARY

This position focuses on the emerging Youth Prevention & Recovery Care (YPARC) centre. The Orygen YPARC is a pivotal sub-acute program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient psychiatric care. YPARC will also support young people with substance-use issues. YPARC will become a pivotal component of service delivery within the evolving Orygen service system.

The Registered Psychiatric Nurse (RPN3) supports the provision of comprehensive clinical sub-acute mental health care for young people and families of the YPARC service.

The RPN3 will work with young people from a range of backgrounds and diagnoses to provide sub-acute care including risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.

The RPN3 will provide shift-by-shift leadership and be the nurse in charge within the operations of the service. The role will play a key role in providing comprehensive care within the Orygen YPARC. They will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines. The RPN3 will lead a multidisciplinary team of clinicians, lived experience and wellbeing staff on a shift by shift basis.

The RPN3 will provide leadership in evidence-based mental health nursing care including physical and mental health assessment, risk assessment, interventions for managing side effects and monitoring physical health status during treatment and providing support and information from an evidence based best practice model of care fostering client centred recovery.

This role will also support the entry and exit transitions to the YPARC and participate in a variety of other YPARC life activities to ensure comprehensive and safe consumer and family/carer-oriented care is attainable. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines.







KEY ACCOUNTABILITIES

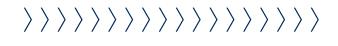
- Provide Nursing specialist values and perspective within the multidisciplinary team.
- · Lead multidisciplinary team of clinicians, livedexperience and wellbeing staff on a shift-by-shift basis.
- · Lead specialist mental health nursing interventions including sub-acute management of mental health symptoms, risk assessment, monitoring physical health and effects and side effects of treatments.
- physical observations, monitoring clinical risk to self and others, falls risks secondary to sedation from medication.
- Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
- Ensure timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures. documentation of client's progress in client files, discharge summaries and other required documentation
- Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the client/carers/system
- Supporting evaluation of the Orygen YPARC, and fostering research projects within the service, building the evidence of the model for this sub-acute care modality for young people experiencing mental ill health and their families
- · Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality

 • Establish and maintain effective interfaces and work standards and client service
- 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 RMH teams.
- · Continue to learn through mandatory training and other learning activities.
- Speak up for safety, our values and wellbeing.

- Be a knowledge resource for the Mental Health Nursing specialty, and build the role of mental health nursing within Orygen YPARC and the greater Orygen service system.
- Provide supervision and/or preceptorship to RPN2's, graduate and undergraduate nurse's and potentially other disciplines within Orygen YPARC and the greater Orygen service.
- Lead nursing interventions around diet and fluid intake, Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles.
 - Ensure service provision is in collaboration with young people and their families, is client-centred, recovery oriented and strengths focused.
 - Ensure high standards of clinical care that are congruent with Orygen aims - client focused, accessible, responsive and consistent with best practice
 - Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
 - · Manage clinical risk and actively work toward implementing risk reduction strategies
 - Comply with Safety & Service Improvement / Quality Management policies and procedures
 - Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment
 - partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers etc.
 - Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and other required documentation
 - Participate in ongoing service improvement initiatives and activities







- Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for

 • Prioritise wellbeing and ensure safe work practices the client/carers/system
- Supporting evaluation of the Orygen YPARC, and fostering research projects within the service, building the evidence of the model for this sub-acute care modality for young people experiencing mental ill health and their families
- Seek feedback on your work including participation in annual performance discussion.
- are developed and adhered to in their area.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.

KEY SELECTION CRITERIA

Formal Qualifications:

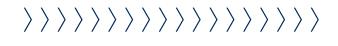
- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in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

Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- Experience in working in multi-disciplinary teams
- Advanced clinical skills, including the assessment and management of high-risk clinical situations
- Demonstrated understanding of the Children, Young Person's and Family Act 2004, Mental Health Act 2014 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Ability to take initiative and work independently with proven problem-solving capabilities
- Knowledge of the mental health system of care and in particular within a youth mental health context
- · Proven ability in building and maintaining effective working relationships with a range of stakeholders both internal and external.
- Working knowledge of the common mental health and substance use issues faced by young people, and evidence-based treatments for major adolescent health issues.
- Knowledge of substance use and other health and social problems faced by young people and the indicated evidence-based treatment/support options.
- Knowledge and understanding of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances particularly as it relates to young people.
- Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- A breadth of understanding of the different types of organisations involved in mental health and drug and alcohol service delivery to young people and to their support networks.
- The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required
- Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
 - An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions.







Proficient computer skills with a demonstrated ability in word processing, PowerPoint and database programs, as required.

Desirable:

- Experience working in youth mental health services.
- Experiencing working in acute or sub-acute (PARC or Step Up/Step Down) or residential services
- Experience working alongside youth and family/carer/significant others participation processes
- An understanding of the current policy context for youth mental health nationally.

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

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.

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 Signa	iture		
Employee Name	e (please print)		
/	/		
Date			