



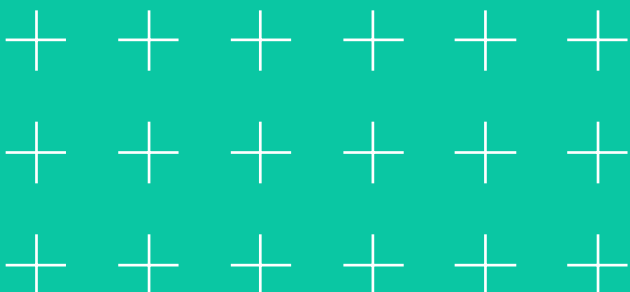
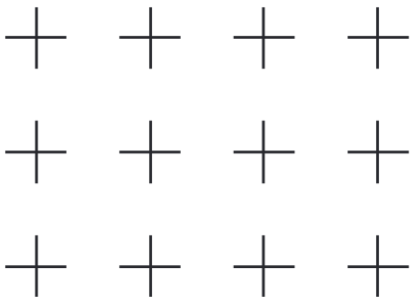
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Registered Psychiatric Nurse (RPN2) –
Custodial Forensic Youth Mental Health
Service

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:	Registered Psychiatric Nurse (RPN2) – Custodial Forensic Youth Mental Health Service
Service:	Orygen Specialist Program
Location:	Cherry Creek and Parkville
Reports To:	Nurse Unit Manager – Custodial Forensic Youth Mental Health Service
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024
Classification:	Registered Psychiatric Nurse Grade 2 (NP11; NP21-NP26; NP70)
Immunisation Risk Category:	Category A
Date of Review:	November 2023

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of the Royal Melbourne Hospital, 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.

Victoria's Mental Health Services are undergoing generational system reform to enable better service delivery and outcomes for all Victorians. Youth Mental Health Services are being reformed in this process. OSP is currently under the governance of Royal Melbourne Hospital and will transition in time to Orygen. This transition and unification process will see Orygen become a designated mental health service. In accordance with the Royal Commission recommendations, OSP will begin taking new community-based referrals of 12- to 14-year-olds from November 2023.

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 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

Due to the high rate of mental illness amongst Youth Justice clients and the significant increase in the number of young people entering Youth Justice custody, there is a need for early intervention specialist mental health services. The relationship between mental illness and offending behaviour in youth is complex but undeniably connected. As such, the effective early treatment of mental health issues is crucial to improving health and social outcomes for young people in or at risk of entering custody.

The Orygen Forensic Youth Mental Health Service (FYMHS) forms part of the specialist clinical programs of Orygen. FYMHS is made up of two separate streams – Community and Custodial FYMHS. The Custodial FYMHS teams are located at Parkville and Cherry Creek Youth Justice Precincts (PYJP, MYJP and CCYJP consecutively) and the soon to open Cherry Creek Youth Justice Precinct located in Little River, West of Melbourne.

The main objectives of Custodial FYMHS within OSP include:

- Improve the mental health of young people in custody by providing evidence-based specialist assessment and treatment intervention and reduce the risk of reoffending.
- Provide services that are integrated with other key custodial and community services to ensure a holistic approach that supports effective treatment outcomes and reintegration to the community.
- A key component of this role is to provide effective and timely on-site clinical treatment and case management to young people in custody.

Our voluntary Mental Health Unit (MHU) at the Cherry Creek Youth Justice Precinct (CCYJP) adheres to a philosophy of least restrictive practice. The MHU is a recovery focussed and young person-centred model of care with multidisciplinary care and support. For referrals to be accepted by the Custodial FYMHS team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville or Cherry Creek).

POSITION SUMMARY

The Registered Psychiatric Nurse (RPN) position offers post registration experience, further clinical educational and on-going training . This position enables the RPN to further develop their clinical mental health skills for work within a voluntary eight bed forensic mental health unit.

The RPN will ensure young people within the Cherry Creek YJP mental health unit understand and maintain the best possible physical and mental health and most effective delivery of evidence-based practice. The RPN will work across a 24x7 roster to provide risk assessments, mental state assessments and young person-centred care planning. They will deliver mental health nursing care from a Strengths-Based, Recovery-Focused framework and a strong focus on the unique recovery journey of each young person.

The RPN will facilitate comprehensive consultation, liaison and negotiation with young people, families/carers, and various other members of a multidisciplinary team. The role incorporates 1:1 therapeutic time with young people, unsupervised clinical practice, consumer-advocacy, collaborative bed and unit management, research, supervision and mentorship/preceptorship and facilitation of groups.

This position is embedded within the Orygen Custodial FYMHS team which works across Cherry Creek and Parkville youth justice precincts. This position will be predominantly based at the Mental Health Unit (MHU) at the new custodial site, Cherry Creek. Based on the operational requirements of the MHU at Cherry Creek Youth Justice Precinct, the RPN may be required to work across the OSP Youth Justice Outpatient services at Cherry Creek and Parkville Youth Justice Centres and/or wider OSP service locations. When required to relocate to other site locations (within Youth Justice or OSP), a workplace vehicle will be provided from CCYJP to the site location and travel to the workplace destination will be included within working hours.

KEY ACCOUNTABILITIES

- Provide nursing specialist values and perspective within the multidisciplinary team.
- Deliver group and 1:1 psycho-social recovery-based care to young people.
- Provide specialist mental health nursing interventions in collaboration with the multidisciplinary team, including engaging and responding to young people's mental health symptoms, clinical risk to self and others, monitoring and supporting physical health care and adverse effects of treatments.
- Fundamental nursing assessment and interventions in line with RMH policies and procedures.
- Timely completion of mental health assessments including formulation, individual recovery plans, crisis support plans, outcome measures, documentation of client's progress in their medical record, 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
- Perform nursing interventions and procedures in accordance with RMH policy and procedures
- Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes.
- Provide timely advice and communication to relevant staff members and key stakeholders in relation to the serious deterioration of a young person's mental state and wellbeing
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for clients with complex presentations, including significant risk, comorbidity and/or disability
- Collaboratively manage clinical risk and actively work toward implementing risk reduction strategies
- Liaise with the multidisciplinary team to achieve the desired treatment outcomes
- Collaborate with our lived experience workforce in your client interactions, planning and service delivery
- Work in partnership with clients and their families/supports
- Maintain a high standard of clinical documentation that is accurate, timely and recovery focused
- Participate in staff meetings and clinical review meetings.
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including AOD services, Youth Justice and primary care providers.
- Ensure that FYMHS service delivery is guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander and culturally and linguistic diverse populations.
- Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice.
- Successful completion of required mandatory training activities, including training related to the National Standards.
- Work in your scope of practice and seek help where required.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Work collaboratively with colleagues across all RMH teams.
- 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.
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by NWMH, as part of RMH, and actively keep a CPD portfolio as required by the standards of your profession.
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
- Participation in formal performance and annual discussion review processes.
- Operate within the legal frameworks e.g., Mental Health and Wellbeing Act and Privacy Act.
- The incumbent may be required to perform other duties as directed.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager (NUM) - Custodial FYMHS
- Associate Nurse Unit Manager - Custodial FYMHS
- Clinical Stream Lead - FYMHS
- Lead Consultant - Custodial FYMHS
- Community FYMHS team
- Continuing Care Team Region Coordinators
- Orygen Inpatient Unit Team (ICA East)
- Discipline Senior Nurse
- Director of Nursing (Orygen & RMH)
- 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

- Royal Melbourne Hospital Nurse Executive
- Royal Melbourne Hospital Nursing Education
- Custodial Primary Health & Primary Mental Health Service Provider (Barwon Health, Correct Care Australasia (CCA))
- Custodial & Community Youth Offending Program providers
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
- Youth Parole Board (YPB)
- Justice Health (JH), Department of Justice and Community Safety (DJCS)
- Key stakeholders as required (Child Protection, AOD services, Housing and Legal).
- Other Tertiary Mental Health Providers (AMHS/CAMHS/CYMHS)
- Other Youth Mental Health Services (Headspace centres) and private providers

KEY SELECTION CRITERIA

- Formal Qualifications

Registered Psychiatric Nurses:

- Registration as a Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent, or Bachelor Degree in Nursing.

Essential:

- Minimum of 12-24 months experience in an acute or subacute inpatient setting, preferably a graduate/transition and post graduate year.
- Demonstrated ability to develop and maintain clinical programs which have implications for all nursing services within the inpatient unit a whole.
- Ability to deliver personalised psycho-social care beyond the traditional medical model to facilitate recovery of young people.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and families/carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to provide assessment (including forensic risk assessment), diagnostic formulation, and treatment interventions for young people presenting with both forensic issues and with mental health disorders.
- 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.

- Ability to work collaboratively and effectively with young people and their families/carers.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including Youth Justice, primary care, AOD agencies, employment and housing services, MHCSS and other relevant agencies.
- Demonstrated interpersonal and communication skills (written and verbal).
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- 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.
- RMH will organise a Police Check prior to commencement of employment

Desirable:

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN).
- Studying towards a post-graduate qualification in Mental Health.
- Knowledge of current mental health approaches to working with clients with mental health issues and behavioural and/or forensic complexity.
- Knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
- Demonstrated understanding of the Children & Young Person's Act, Mental Health and Wellbeing Act 2022 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Demonstrated 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).
- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services.
- A working knowledge of community-based health and mental health organisations and human services organisations.
- Willingness to work from a community-based site and across multiple sites.
- Advanced computer and keyboard skills are an advantage.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values - putting people first, leading with kindness and achieving excellence together.
- 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:



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- 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
