



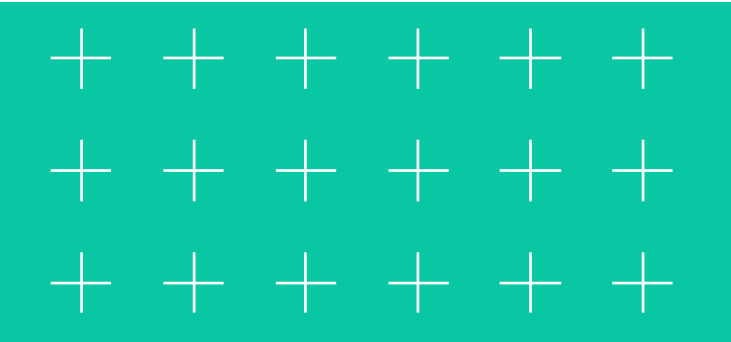
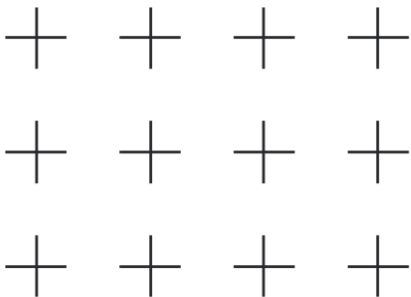
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Associate Nurse Unit Manager – 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**



collaborative bed and unit management, research, supervision and mentorship/preceptorship and facilitation of groups.

This position is embedded within the CFYMHS team which works across Cherry Creek, Parkville and Malmsbury. 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 Cherry Creek, the ANUM may be required to work across the OSP Youth Justice Outpatient services at Cherry Creek, Parkville or Malmsbury 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 the working hours.

KEY ACCOUNTABILITIES

- Model best practice by ensuring handovers within and between teams are accurate, succinct, recovery focussed and based on ISBAR.
- Liaise with the multidisciplinary team to achieve the desired treatment outcomes.
- Support the integration of graduate and postgraduate nurses.
- Collaborate with our lived experience workforce in your client interactions, planning and service delivery
- Work in partnership with clients and their families/supports.
- Perform nursing assessments, interventions and procedures in accordance with RMH policy and procedures.
- Develop targeted discharge planning and provide appropriate client education and referral to relevant community services
- Develop and conduct assessments, deliver interventions and undertake evaluation of care that is inclusive of the client, their families and the multidisciplinary team
- Deliver group and individual psychosocial recovery-based care to young people.
- Maintain a high standard of clinical documentation that is accurate, timely and recovery focused
- 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
- Delegate, coordinate and supervise staff rostered for each shift on the basis of workload prioritisation and staff level of experience
- Participate in staff meetings and clinical review meetings.
- Engage in the multi-faceted levels of inpatient and community health services to provide the best
- Support education of graduate and postgraduate nurses, including enrolled nurses as appropriate.
- Assume responsibility and accountability for any delegated activities to an Enrolled Nurse as well as demonstrating an understanding of the Scope of Practice of the Enrolled Nurse when delegating and allocating nursing activities if required.
- Contribute to the development of all staff including new and casual staff to the unit.
- Support a positive workplace culture through the use of well-developed consultation, liaison, negotiation and conflict resolution skills recognising the need to proactively address issues as they arise.
- 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.
- Disseminate evidence-based practice and relevant research outcomes.
- 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.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.

outcomes for our clients; consultation, referrals and documentation

- Identify and feedback ideas, suggestions and knowledge that will contribute to service improvement for staff and clients.
- Promote and oversee within the nursing workforce the delivery of a high standard of direct patient care.
- Ensure Outcome Measures are completed in a timely manner and as per legislative requirements.
- Participate in any activities that promote and consolidate strategic partnerships with agencies crucial to the support of clients and consumers – Safe Ward Initiatives (DHHS Initiative State-Wide), Private Psychiatrists, Office of The Chief Psychiatrist
- Support the nursing team to develop a plan of management specific to each young person’s needs and treatment outcomes
- Where required, assist in the management of the CCYJP budget by ensuring back-fill of shifts is completed
- Manage escalations with the support of the Mental Health Intensive Care Senior Nursing staff
- 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.
- Provide a safe environment for colleagues, clients and their significant others.
- 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.
- Work collaboratively with colleagues across all RMH, OSP and Orygen 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.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by Royal Melbourne Hospital 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 2022 and Privacy Act.
- The incumbent may be required to perform other duties as directed.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager - CFYMHS
- Lead Consultant - CFYMHS
- Clinical Stream Lead - FYMHS
- Community FYMHS team
- Continuing Care Team Region Coordinators
- Inpatient Unit Team (ICA East)
- Discipline Senior Nurse
- Director of Nursing

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 provider (Caraniche)
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)



- 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.
- 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

- Registration as a 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.
- Post-graduate qualification in Mental Health.

Essential:

- A minimum of 2 years of experience in nursing practice within the mental health field, including with 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.
- 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.
- A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
- Ability to work collaboratively and effectively with CAMHS/CYMHS services.
- 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.
- An advanced level of skill in assessment (including forensic risk assessment), diagnostic formulation, and treatment interventions for young people presenting with both forensic issues and with mental health disorders.
- A thorough knowledge of current mental health approaches to working with clients with mental health issues and behavioural and/or forensic complexity.
- 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.
- 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).



- 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 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.
- Commitment to the development of integrated clinical research within the service.
- 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:

- 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.
- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN).
- 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:

- 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 Signature

Employee Name (please print)

/ /

Date