



# 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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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

unique.



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

True exceller
when we wo
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# 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: Associate Nurse Unit Manager – Custodial Forensic Youth Mental

**Health Service** 

Service: Orygen Specialist Program

**Location:** Cherry Creek, Parkville, and Malmsbury

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 3 (NP83; NP74)

Immunisation Risk Category: Category A

Date of Review: October 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 Malmsbury Youth Justice Precincts (PYJP and MYJP, consecutively) and the soon to open Cherry Creek Youth Justice Precinct located in Little River, West of Melbourne.

The main objectives of Custodial Forensic Youth Mental Health Service (CFYMHS) 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 inpatient unit at Cherry Creek Youth Justice Precinct (CCYJP) adheres to a philosophy of least restrictive practice, that is recovery focussed and young person centred with a model of care is the corner stone of the unit where every member of the multi-disciplinary team plays a part. For referrals to be accepted by the CFYMHS team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville, Malmsbury or Cherry Creek).

#### **POSITION SUMMARY**

The Associate Nurse Unit Manager (ANUM) will work as part of a multidisciplinary team and be responsible for the delivery of high-quality evidence-based nursing care to young people across 24 hours, 7 days a week roster and a range of speciality complex areas.

The ANUM fulfils the roles and responsibilities of a registered nurse with expert knowledge and skills whilst assuming a prominent management focus within the CCYJP unit. The ANUM is an integral member of the inpatient leadership team, assisting the NUM in the course of their duties to ensure efficient operation of the clinical environment.

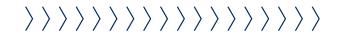
The ANUM works closely with the NUM in managing the nursing and clerical resources available and sets the clinical standards to achieve a high quality of service delivery. The NUM reflects and upholds a working environment, which supports professional development and job satisfaction. As a leader within the unit, the ANUM will have a high level of reliability, organisation and delegation on each shift.

The ANUM acts as a primary point of contact for clinical issues and is a resource for staff on each shift. The role will provide mentorship, peer support and counselling to staff. The role will ensure that feedback from young people is escalated to the NUM. In the absence of the NUM, this role will assume their responsibilities and authority, and as such must have knowledge of the administrative operation of the unit and, when appropriate, be involved in the delivery of direct patient care.

The ANUM role is pivotal to the multidisciplinary team and will strive to deliver excellent care to young people and their families/carers. The ANUM understands the importance of providing nursing practice, which focuses on the best possible outcomes. The ANUM 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 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
   Support education of graduate and postgraduate 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.
- 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 recoverybased 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 • Take reasonable care for your safety and 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

- 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.
- Collaborate with our lived experience workforce in your
   Contribute to the development of all staff including
  - 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
  - Successful completion of required mandatory training activities, including training related to the National Standards.
  - 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

  Seek feedback on your work including participation 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.
- 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 Youth Parole Board (YPB) PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams: Community Development: Psychosocial program; Youth Access Team; Inpatient • Key stakeholders as required (Child Protection, Unit; Orygen @ Home; HOPE.
- - Justice Health (JH), Department of Justice and Community Safety (DJCS)
  - 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:

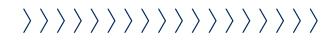
- Demonstration of RMH values putting people first, leading with kindness and achieving excellence together.
- · Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and 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.

Employ	ee Signatu	re			
Employ	ee Name (	please print)			
	/	/			
Date					