

Austin Health

Position Description



**Position Title: Registered Psychiatric Nurse Grade 4
Clinical Nurse Educator**

Classification:	Registered Psychiatric Nurse Grade 4 Clinical Nurse Educator
Business Unit/ Department:	Mental Health Division
Work location:	All Sites
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment Type:	Fixed-Term Part-Time
Hours per week:	24
Reports to:	Manager of Nursing Education Mental Health
Direct Reports:	Nil
Financial management:	Budget: Nil
Date:	September 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

Position Purpose

The clinical nurse educator is accountable to the Manager of Nursing Education Mental Health and will work collaboratively with the broader Mental Health staff and teams.

The clinical nurse educator's role is to:

- Provide and facilitate clinical placements, nursing education and training activities to mental health nurses across the Mental Health Division
- Provide professional supervision and support to ensure the effective delivery of quality clinical service.
- Work as part of the education team to deliver education and training across the Mental Health Division to both inpatient and community areas of practice. This includes service provision to Child and Youth Mental Health, Adult services, and specialty services including Brain Disorders Program and other specialist programs.
- Perform the duties of this position efficiently and effectively to the standards of the department.

About the Mental Health Division

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

The Mental Health Division includes:

Adult Services incorporating:

- Northeast Area Mental Health Service (NEAMHS)
- Community Recovery Program
- Prevention & Recovery Centre
- Transitional Support Unit
- Triage, assessment and intake planning services

Infant, Child & Youth Mental Health Services (ICYMHS)

- State-wide and regional responsibility
- Inpatient, outpatient, and community outreach services

- Triage, and assessment services

Specialty Services with state - wide role incorporating:

- Psychological Trauma Recovery Service
- Brain Disorder Program

Mental Health Nursing Education and Training Team

- Education and training
- Quality
- Consumer & Carer Participation

Purpose and Accountabilities

Role Specific:

- To display a clear understanding of the principals of recovery orientated practice, particularly its implementation within a clinical setting
- To work in partnership with the Senior mental Health Nurse and Manager of Nursing Education Mental Health, Unit Managers and other members of the education team (including tertiary services and other external training programs) to support best clinical practice through development and delivery of an education program that are designed to increase mental health nursing knowledge, skill capacity, and improved patient outcomes.
- To coordinate and provide nursing education and training activities, including promoting mandatory training and other training packages
- To coordinate and provide supervision of undergraduate students that are part of clinical placements from a University of VET program
- To liaise with tertiary education providers, and other external training providers
- To participate in the delivery of the Graduate Nurse Year program
- To participate in the delivery of the Clinical Advancement Program
- To participate in the support and coordination of RUSONS
- To work with other members of the education team to ensure that all psychiatric nurses working in the Mental Health Division have access to a high quality of clinical supervision and support
- To provide effective collaboration with Unit Managers and Austin Health Clinical Nurse Education Department
- To monitor and uphold a high standard of nursing practice in consultation with Unit Managers
- To assist in the implementation of new or updated policies and procedures where specific education is required, and to assist nursing staff in the change process
- To hold responsibility for record keeping of any accounts associated with clinical and education related expenses
- Other duties as required

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs.
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements.

Selection Criteria

Essential Knowledge and skills:

- Post Graduate Qualification in Psychiatric or Mental Health Nursing or equivalent
- Registered Nurse, Australia Health Practitioner Regulation Agency (APHRA)
- Mental health clinical experience in a range of clinical settings
- Demonstrated commitment to recovery based practice
- Excellent knowledge of the principals and practise of psychiatric nursing
- Demonstrated commitment to the development of quality nursing care
- A thorough knowledge of the principals of clinical or professional supervision
- Highly developed communication and teaching skills to effectively support a wide range of nursing experience and skill level
- Demonstrated commitment to the delivery of care to consumers in the least restrictive and intrusive manner, respecting rights, privacy and dignity
- Experience in collaborating with consumers, carers, and nominated other persons in the treatment process
- Experience in the delivery of care in a gender, family, and culturally sensitive manner and environment
- A thorough knowledge of the Mental Health and Wellbeing Act 2023 and other relevant legislation and Department of Health and Human Services initiatives
- Evidence of ongoing professional development
- Evidence in ongoing commitment to clinical supervision

- Experience and proficiency in computer skills

Desirable but not essential:

- Certificate IV in Training and Assessment
- Masters qualification in Psychiatric or Mental Health Nursing or equivalent
- Demonstrated experience in leading training and educational initiatives
- Ability to support process redesign and to support and coach staff in the implementation of redesign projects and change to practice initiatives
- Knowledge of professional issues in nursing and a good understanding of the Victorian Public Health care system and future health care trends
- Sound understanding of information technology including clinical system, applications relevant to the management of rostering and risk management reporting, or others as required for the role/department

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Manager Signature	
Employee Signature	
Date	