

Position Description

Registered Nurse Grade 2

Classification:	RPN Grade 2 Y1 – RPN Grade 2 Y8
Business unit/department:	Community Recovery Program, Adult & Older Adult Mental Health Services
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Fixed-Term Part-Time
Hours per week:	32 hours per week
Reports to:	Manager of CRP & PARC
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	July 2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Registered Nurse, Grade 2 is accountable to the Manager of the Community Recovery Program (CRP) and will work collaboratively with the Mental Health Community Support Services (MHCSS) provider (Mind Australia) and with the broader Mental Health Division staff.

About the Directorate/Division/Department

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 campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Adult Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

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 Community Recovery Program (CRP) sits within the Adult & Older Adult Mental Health Services and offers expertise from Nursing, Medical, Community Mental Health Practitioners, a Peer Worker, Family and Carer Worker, Ancillary Staff, Management and external stakeholders and resource partners working collaboratively with residents to achieve a meaningful life through a stage approach to recovery.

The CRP is a mental health initiative developed in partnership with Mind Australia, providing 24-hour 7-day residential rehabilitation to consumers with long term psychiatric disability. CRP offers 22 purpose built, self-contained units and a comprehensive program of clinical treatment, recovery focused interventions, activities, groups, and practical involvement in community outreach.

The CRP RPN2 will be required to work within a multidisciplinary team and demonstrate an ability to work independently within a case management/key working structure. Staff will draw on the resources people with a lived experience of mental illness have to offer. Staff will communicate using recovery language that fosters self-determination and hope, is person-centred, goal directed and focuses on personal strengths. The CRP policy on Recovery Principles for Service Delivery will guide staff in working within the philosophy of recovery.

The RPN2 will assume responsibility for their own practice, based on their level of competence and contribute to the efficient and effective day to day running of the CRP through clinical input and support. The RPN2 will demonstrate a thorough understanding of the recovery philosophy and provide direct support to individual consumers to identify their psychosocial needs, promote education and skills training to sustain a meaningful life, assist consumers to return to a place of residence, work collaboratively with clinical partners and stakeholders, provide support to families and carers and undertake group work with the support of the wider team.

Position responsibilities

Role Specific:

- Undertake key working/case management duties with residents such as to develop and implement recovery goals identified in collaboration with the consumer/carers.
- Monitor this progress through participation within Clinical Review and regular Key-working sessions and ensure a high standard of clinical practice is maintained with the early identification of potential risk, deterioration in mental state and the use of effective interventions
- Complete Outcome Measures, Substance Use assessments, Metabolic Monitoring and any other nominated KPI's as required
- Supervise medication and monitor compliance and side effects
- Contribute to the day-to-day operations of the residential service by ensuring units and communal areas are home-like and welcoming at all times
- Participating and facilitating the weekly therapeutic group program
- Work a rotating roster including shift work, weekends and public holidays and nights



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Direct Clinical Care:

- Document comprehensive care priorities including discharge planning that is aligned with goals of care and patient assessment information.
- Actively participate with the multidisciplinary team, and in partnership with patient, to plan and adapt care according to their goals of care and work towards optimum discharge plan.
- Utilise and interpret patient assessment information to inform ongoing treatment and discharge planning.
- Communicate goals of care within the wider multidisciplinary team, ensuring optimum discharge planning is achieved.
- Provide clinical expertise and advocacy to the patient/family in the ongoing management, adaptation, and delivery of goals of care, within scope of practice.
- Identify key priorities to be addressed within complex/unstable situations.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Demonstrate clinical reasoning and a comprehensive understanding of abnormal trends and patient conditions in complex situations
- Escalate abnormal findings and participate in clinical decision making with multidisciplinary team.
- Actively participate in multidisciplinary team handover and huddles
- Demonstrate competence at intermediate level within relevant Specialty Practice matrix via ATLAS.

Education

- Actively engage and contribute to the education and professional development of self and others including students at ward/unit level.
- Offer feedback to others which is specific, supportive, non judgemental, timely and reflective.
- Demonstrate use of a variety of educational strategies including reflective practice to further own professional development.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Support with ward/unit portfolios, utilising data driven approach to practice improvement.
- Demonstrate self-initiative in undertaking further educational opportunities.

Research

- Demonstrate sound knowledge of research evidence related to area of practice.
- Promote and facilitate evidence-based care in local area.

Support of Systems

- Understand & embody the Austin Health vision and integrate strategic priorities into clinical practice.
- Understand & embody the Austin Nursing Vision : Austin nurses working alongside Austin Nurses 24/7 to deliver reliable, safe, person-centred care.
- Understand and comply with the National Safety and Quality Health Service Standards (NSQHSS) and the implications for practice.
- Participate in quality improvement initiatives and clinical audits and understand these initiatives and results at local level.
- Document all clinical findings and patient access activities consistently and reliably into



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Austin Health paper-based systems and clinical application systems.

Professional Leadership

- Comply with the Nursing and Midwifery Board of Australia (NMBA) Decision Making Framework
- Utilise effective communication
- Begin to develop good self-awareness and self-management, and adjust own style in different circumstances.
- Demonstrate good self-awareness and adapt to changing situations
- Use active listening techniques to explore and understand the views and ideas of others.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Seek opportunities to celebrate other's contributions and achievements in the local context.
- Participate in the nursing team to achieve healthcare goals
- Work autonomously within scope of practice.

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 centred 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

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable but not essential:

- Valid and current Victorian driver's license
- Case management/key-working experience
- Therapeutic group facilitator experience
- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Graduate Diploma of Mental Health Nursing or equivalent



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Professional qualifications and registration requirements

- Registered Nurse registered with the Nursing and Midwifery Board of Australia

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.



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Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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