Position Description

Registered Psychiatric Nurse Grade 2

Classification:	Registered Psychiatric Nurse Grade 2 Yr 2 – Grade 2 Yr 7 (NP21 – NP26)
Business unit/department:	Adolescent Inpatient Unit
Work location:	Austin Hospital ☒
Agreement:	Victorian Public Mental Health Service Enterprise Agreement 2025-2028
Employment type:	Full-Time or Part-Time
Hours per week:	38
Reports to:	Nurse Unit Manager
Date:	November 2026

Position purpose

As a Registered Nurse at Austin Health, you are responsible for planning, implementing and evaluating evidence-based nursing care in collaboration with the multidisciplinary team to achieve optimal healthcare outcomes for our patients.

The Registered Nurse is a key member of the health care team responsible for ensuring nursing professional, organisation, legal and ethical standards are met. The Registered Nurse is responsible for supervising and delegating to other health professionals such as
Enrolled Nurses.

About the Directorate/Division/Department

Austin Health ICYMHS provides specialist mental health services for people aged between 0-25 years and support for their families, carers, and other supports. Multi-disciplinary teams (inclusive of medical, nursing, allied health and people with lived and living experience provide services including assessment, diagnosis, treatment and clinical case management. These services are provided in community-based services, acute inpatient units and several residential settings.

In addition, Austin Health ICYMHS provides consultation and support to services and organisations in the community that are providing care to those not meeting Austin ICYMHS intake criteria or seeking a service from Austin Health ICYMHS.

Austin Health ICYMHS has some specialist services including programs to provide assessment for Autism Spectrum Disorder, Intake, Crisis Assessment and Triage services, specialist care for young people with eating disorders, young people with co-occurring mental health and drug and alcohol use issues, young people interacting with the legal and justice system, and young people with psychosis. The service prioritises access for marginalised children and young people, particularly indigenous and those in out of home

Austin Health ICYMHS partners with the Austin Health Mental Health Division wide services to provide access to 24-hour crisis assistance and enables access to Statewide services.

The Adolescent Inpatient Unit (AIPU) is a 24-hour acute inpatient unit which aims to provide short-term, multidisciplinary, safe and recovery focused assessment and/or inpatient treatment for adolescents (Age 13 – 17). This occurs in a least restrictive manner when they cannot be treated and/or assessed safely and effectively within the community. Care aims to be responsive to the young person and their family/carer's needs and requirements and build on and strengthen their community support systems.

Position responsibilities

Role Specific

In accordance with the Nursing and Midwifery Board of Australia approved Standards for Practice for the Registered Nurse 2016, position accountabilities for the Registered Nurse (RN) are described below. Comprehensive detail of the Standards is available at http://www.nursingmidwiferyboard.gov.au.

Professional Practice

- Practices within own scope of practice in accordance with legislation affecting nursing practice and healthcare including (but not limited to) the Mental Health and Wellbeing Act 2022 (VIC) The Charter of Human Rights and Responsibilities Act 2006 and the Health Records Act 2001
- Recognises and responds appropriately to unsafe or unprofessional practice
- Practices within a professional and ethical nursing framework in accordance with the policies of the organisation
- Practises in a way that acknowledges the dignity, culture, values, beliefs and rights of individuals /groups and aligns with Austin Health's organisational values.
- Acts as an advocate for consumers within organisational and management structures of Austin Health.
- Recognises the difference in accountability and responsibility between registered nurses, enrolled nurses and unlicensed health care workers
- Understands requirements for delegations and supervision of practice
- Raises concerns about inappropriate delegation within organisational and management structures of Austin Health.
- May be required to act in-charge of the unit/ward when the NUM/ANUM is unavailable to do so.

Critical Thinking and Analysis

- Use the best available evidence and nursing expertise to improve current practice
- Identifies and supports the relevance of nursing and health research to improve consumers' health outcomes
- Participates in the cycle of continuous quality improvement and service redesign activities
- Participates in the ongoing professional development of self and others accepting responsibility for own learning
- Supports the development of others by acting as a resource to colleagues, participating in orientating, preceptoring and mentoring of students and new staff including graduate nurses and other learners.

Provision and Coordination of Care

- Performs a systematic and focused nursing assessment of consumer and environment keeping in mind the developmental needs of young people in this assessment and plans nursing care accordingly.
- Recognises the role of carers in the therapeutic team and responds to their needs appropriately as part of providing holistic and patient centered care.
- Plans and evaluates nursing care in consultation with consumers and the multidisciplinary health care team.
- Practices nursing care in line with a trauma informed care lens, with a view to minimising the use of restrictive interventions.
- Provides safe and effective evidence-based nursing care to achieve optimal mental and physical health outcomes for consumers
- Delegates aspects of care to others according to their competence and scope of practice
- Participates in provision of the therapeutic group program including both therapeutic and leisure groups
- Prioritises workload based on needs, acuity and optimal time for intervention
- Responds effectively to unexpected or rapidly changing clinical situations
- Accepts accountability for own actions and seeks guidance when a situation exceeds experience or knowledge
- Documents all aspects of care, analyses and interprets data accurately utilising the organisations clinical patient information and documentation systems

Collaborative and Therapeutic Practice

- Establishes, maintains and appropriately concludes therapeutic relationships recognising professional boundaries
- Communicates and collaborates effectively with others to facilitate the provision of care
- Demonstrates respect for cultural, psychosocial, spirituality of individuals
- Utilises the resources of the organisation responsibly in a cost-effective manner
- Prioritises safety by Identifying or preventing environmental hazards where possible

- Maintains standards for infection control
- Participates in annual mandatory competencies required by the organisation
- Practices in accordance with the Safewards Model of practice

Selection criteria

Essential Knowledge and skills:

- Knowledge of the Mental Health and Wellbeing Act 2022 and other relevant legislation.
- Demonstrated knowledge of recovery and collaborative clinical practice
- A consumer centered 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
- Proficiency in keyboard skills and information technology systems and applications (Office 365, search engines, databases, etc.) relevant to the management of risk management reporting or as required for the role

Desirable but not essential:

- Experience working with young people

Professional qualifications and registration requirements

Essential:

- Registered Nurse registered with Australian Health Practitioners Regulation Agency

Desirable but not essential:

- Postgraduate qualification in Mental Health nursing or equivalent.

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.

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.