

Position Description

Maternal and Child Health (MCH) Nurse

Classification:	Maternal and Child Health Nurse CAPR 3.2
Business unit/department:	Parent Infant Program/Adult & Older Adult Mental Health Service/Mental Health Division
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	6.0
Reports to:	Nurse Unit Manager
Direct reports:	NIL
Financial management:	Budget: NIL
Date:	July 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung 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 Maternal and Child Health Nurse provides specialist infant health, developmental and physical assessments within the Parent Infant Program (PIP) Mental Health Inpatient Unit. The role supports infant wellbeing, observes and assesses mother-infant interactions, and contributes specialist MCH expertise to multidisciplinary care and family-centred treatment planning.

About the Directorate/Division/Department

The Mental Health Division provides specialised clinical mental health care and services through a comprehensive range of teams to meet the needs of mental health consumers with severe and enduring mental illness and their carers throughout Victoria. Services are located across Austin Health campuses 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 consumer 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.

Supporting an FTE of over 800 staff, the Mental Health Division comprises a comprehensive Infant, Child and Youth Mental Health Service, an Adult & Older Adult Mental Health Service and Speciality Services to the areas of North East Metropolitan Melbourne. The Division also provides a number of inter-regional and State-wide specialist services. Services are provided in both inpatient and community settings.

The 12-bed **Parent Infant Program (PIP)** provides specialist inpatient services to mothers and their babies (under 24 months of age) as part of a regional mental health service. It services the Northern, North East & Hume regions of Victoria. PIP offers a safe and supportive environment for the parent(s) and their babies to work through any mental health concerns that may impact on the parent/baby relationship with consideration to the supportive role played by partners. The PIP program encompasses a holistic model, ensuring the physical and emotional health needs of consumers are met with the support of the multidisciplinary team. The program provides the following services:

- Individual and holistic care based on attachment, psychodynamic and family therapy principles
- Group programs to assist with attachment, parenting, child development and selfcare
- Individual sessions with multidisciplinary team members
- Play therapy to aid interaction and bonding

Position responsibilities

• Comprehensive Care

- Undertake comprehensive developmental, physical and psychosocial assessments of infants admitted to the Parent Infant Program, identifying strengths, concerns and areas requiring further intervention.
- Observe, assess and report on mother-infant interactions, attachment, bonding and parenting capacity to inform multidisciplinary assessment, treatment planning and care delivery.
- Provide specialist Maternal and Child Health expertise to support infant wellbeing, development and early relational health within a perinatal mental health setting.
- Facilitate psychoeducational and therapeutic groups for parents focused on infant health, development, emotional wellbeing and responsive parenting.
- Contribute to the development, implementation and evaluation of individualised care plans, ensuring care is evidence-based, family-centred and responsive to the needs of infants and their families.
- Monitor and evaluate outcomes of care, modifying interventions and recommendations in collaboration with the multidisciplinary team as required.

• Education

- Maintain and enhance professional knowledge, skills and competence through ongoing professional development and reflective practice.
- Provide education, guidance and support to parents and carers to promote infant health, development, attachment and parenting confidence.
- Share specialist Maternal and Child Health knowledge with nursing and multidisciplinary colleagues and contribute to learning opportunities within the service.

• Research and Innovation



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- Apply contemporary evidence, professional standards and clinical expertise to deliver safe, effective and high-quality care.
- Participate in quality improvement, service development and evaluation activities that promote excellence in infant and family mental health care.
- Use critical thinking and clinical reasoning to support decision-making and improve outcomes for infants and families.
- **Support of Systems**
- Develop and maintain effective therapeutic relationships with infants, parents and families that are built on trust, respect and collaboration.
- Work collaboratively within the multidisciplinary team to ensure coordinated, holistic and person-centred care.
- Contribute to a positive workplace culture through respectful communication, teamwork and professional practice.
- **Professional Leadership**
- Actively participate in multidisciplinary team meetings, clinical reviews, case discussions and service planning activities.
- Advocate for the developmental, physical and emotional needs of infants and their families within the clinical setting.
- Demonstrate accountability for professional practice and maintain competence in accordance with relevant professional, organisational and regulatory standards.
- Recognise and respond appropriately to concerns regarding patient safety, quality of care or professional practice, and contribute to continuous improvement initiatives.

Selection criteria

Essential skills and experience:

- Demonstrated knowledge and experience working with families and infants.
- Experience working with families from a broad spectrum of socio-economic and cultural backgrounds
- Demonstrated understanding of Child and Family Violence Information Sharing Schemes and risk assessment frameworks
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable but not essential:

- Experience working with people experiencing mental illness during the perinatal period.
- An understanding and ability to work with mothers and their partners.
- General mental health nursing experience



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Professional qualifications and registration requirements

- Registered Nurse and midwife with current registration with Nurses Midwifery Board Australia
- Postgraduate qualification in Maternal and Child 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



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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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