

Austin Health Position Description



Position Title:

Classification:	Registered Psychiatric Nurse: Grade 2
Business Unit/ Department:	Child Inpatient Unit Child and Youth Mental Health Service (CYMHS) Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021 - 2024
Employment Type:	Full- Time
Hours per week:	38 hrs
Reports to:	Nurse Unit Manager - Child Inpatient Unit
Date:	September 2024

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

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

As a Registered Nurse/Registered Psychiatric Nurse (RN/RPN) at Austin Health you are responsible for planning, implementing and evaluating evidence-based, high quality nursing care in collaboration with the multidisciplinary team to achieve optimal healthcare outcomes for our patients and their families.

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

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 campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older 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.

About ICYMHS

ICYMHS provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). It is an exciting time for Austin as the ICYMHS directorate will be expanding in response to the recommendations from the Victorian Royal Commission into Victoria's Mental Health Services (2021).

ICYMHS currently have two inpatient units- Child and Adolescent, a Child and Family Residential Program, with future projects for a further residential program - YPARC.

At present there are a number community teams and a number of specialist youth outreach teams. There is a ICYMHS Triage Team and emerging Under 25 CATT service.

There are also a number of specialist roles and teams that support the work of ICYMHS alongside an expanding Lived Experience Workforce embedded within the ICYMHS This position is located with the Child Inpatient Unit admitting children up to their 13th birthday who may be experiencing emotional, behavioural and/or social difficulties and have usually had some outpatient treatment.

About Child Inpatient Unit

The Child In Patient Unit part of Austin Health's Child and Youth Mental Health Service (CYMHS). It services children from metropolitan and regional areas of Victoria, NSW and Tasmania. The unit has 12 beds, and is based at the Austin Hospital. The unit admits children aged 12 and under for assessment and treatment. Children are often admitted to the unit with their parent/carer and/or further family (i.e. siblings). These young children may be experiencing emotional, behavioural and/or social difficulties and have usually received outpatient treatment. A high proportion of the consumers admitted to the unit, have come to the unit in a planned circumstance for an admission usually ranging from 2-4 weeks (often utilising weekend leave). The unit does however also admit children under crisis circumstances, these admissions are often of shorter duration

Purpose and Accountabilities

Role Specific:

Thinks critically and analyses mental health nursing practice

- Utilise a variety of thinking strategies and the best available evidence in making decisions and providing safe, quality nursing practice within person-centred and evidence-based frameworks.

Engages in therapeutic and professional relationships

- Practice with purposeful engagement, developing effective therapeutic and professional relationships. This includes collegial generosity in the context of mutual trust and respect in professional relationships.

Maintains the capability for practice

- Ensure safety at all times, and work within your scope of practice. This includes ongoing self- management and responding when there is concern about other health professionals' capability for practice. RNs are responsible for their professional development and contribute to the development of others. They are also responsible for providing information and education to enable people to make decisions and take action in relation to their health.

Comprehensively conducts assessments

- Accurately conduct comprehensive and systematic assessments. Analyse information and data and communicate outcomes as the basis for practice to the multidisciplinary team.

Develops a plan for nursing practice

- Responsible for the planning and communication of nursing practice. Agreed plans are developed in partnership. Effectively communicate appraisals of comprehensive, relevant information, including evidence from your assessments.

Provides safe, appropriate and responsive quality nursing practice

- Provide and may delegate, quality and ethical goal-directed actions. These are based on comprehensive and systematic assessment, and the best available evidence to achieve planned and agreed outcomes.

Evaluates outcomes to inform nursing practice

- Take responsibility for the evaluation of practice based on agreed team priorities, goals, plans and outcomes and revise practice accordingly.

All Employees:

- Comply with Austin Health policies & procedures, located on the Austin Health Intranet (The Hub): <http://hub/>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection Criteria

Mandatory Qualifications

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

Essential Knowledge and Skills:

- Show a positive approach to ongoing self-education and skill development
- Provide a flexible, innovative team oriented approach to service delivery
- Demonstrate a positive approach to change and diversity
- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed and patient-focused/family-centred care, collaborative practice and expertise in engaging children and their families within a clinical mental health setting
- Demonstrated strong clinical reasoning and decision-making skills with appropriate clinical independence, seeking support when necessary
- Proficiency in keyboard skills and information technology systems and applications(Microsoft Office, search engines, databases, etc)
- Highly effective oral and written communication and interpersonal skills
- Proven ability to enhance multidisciplinary team functioning as an active team member
- Strong organisational and time management skills as shown by a dynamic and flexible approach to time management and clinical caseload demands
- Awareness and practice of clinical safety within the context of relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimised

- Sound knowledge of relevant legislation and practice frameworks, such as the Mental Health Wellbeing Act 2022; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.
- Demonstrated commitment to evidence-based practice, research and quality improvement activities in a work setting
- Demonstrated cultural sensitivity when working with children and families with diverse backgrounds
- Demonstrated ability to provide accurate, accessible and timely written records of clinical work, as required by Austin Mental Health Division standards of documentation.

Highly Desirable:

- Postgraduate qualification in Mental Health Nursing or equivalent.
- Experience with child and adolescent mental health nursing
- Knowledge of the assessment and management of children with common mental health disorders and difficulties as well as other conditions e.g. Autism Spectrum Disorders, Learning Difficulties, Eating Disorders
- Training and experience in developmental psychiatry
- Experience working in a mental health setting
- Post-graduate training in the areas of child, adolescent, family therapy, mental health, learning difficulties
- Experience in the preceptoring of under- and post-graduate students
- Experience of cases involving the National Disability Insurance Scheme

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

We welcome applications from Aboriginal and Torres Strait Islander people. 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](#)

Document Review Agreement

Manager Signature	
Employee Signature	
Date	