

Position Description

RPN 4 Senior Mental Health Clinician

Classification:	NP75 Registered Psychiatric Nurse - Grade 4
Business unit/department:	Booboop Narrakwarren Nagarra -jarra - noun (BNNJN) Infant, child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> (BNNJN Centre, 12 Grieve St, Macleod, 3085)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment type:	Full-Time
Hours per week:	40 hours (38 plus ADO) shift work across a 7-day week
Reports to:	Centre Manager
Direct reports:	None
Financial management:	Budget: None
Date:	December 2025

Position purpose

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

The purpose of this role is to provide senior level clinical leadership within the residential setting at BNNJN each rostered shift.

About Booboop Narrakwarren Nagarra - Jarra – noun (BNNJN)

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.

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.

In 2016, the Victorian Government introduced the Safewards model throughout all public mental health services. It is designed to create a safe and supportive environment; to improve therapeutic relationships and increase the potential for collaboration between staff and consumers. Austin Health is committed to the Safewards model through ongoing education and resourcing. All mental health clinicians are expected to have a sound understanding of the model and its application in clinical practice

Booboop Narrkwarren Nagarra-jarra-noun (Family Healing) comes under the directorate of the Mental Health Division (MHD) Infant Child and Young People's Mental Health (ICYMHS).

BNNJN is an early intervention service providing mental health recovery and support for children aged 0 – 12 years and their families

The Booboop Narrkwarren Nagarra-jarra-noun Centre provides a specialised therapeutic residential service for children who have experienced adverse life events and whose developmental trajectories continue to be disrupted by ongoing trauma related secondary adversities.

The Centre supports these children and families / care systems to connect or reconnect with one another and with their communities by building meaningful, trusting therapeutic relationships. The Centre's therapeutic milieu and multi-modal suite of therapeutic interventions provide evidence-based specialist support towards the work of restoring the child's wellbeing and developmental trajectory. Innovative and flexible service design ensures that Victoria's most vulnerable children and families / care systems are supported to engage with the Centre and to sustain gains made at the Centre, via pre-and-post-stay therapeutic support.

Position responsibilities

Direct Clinical Care:

- To provide high quality, trauma informed family centred and evidence-based therapeutic interventions at an individual, family or systems level as indicated by clinical need. Treatment modalities to include individual, parent, family, and group therapy
- Expertise in effectively engaging children and their families who have experienced trauma formulating integrated therapeutic care plans and providing, family focused outcomes-based interventions designed to enhance family functioning
- Work collaboratively with other agencies to provide integrated trauma informed treatment and a safe and coordinated discharge process and relationships.
- Provide outreach assessment, treatment and liaison as indicated, (including overnight travel).
- Act as mentor and role model to point of care nursing staff, setting and clearly communicating clinical and behavioural expectations.
- Provide expert clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer-focused model of care.
- Display an ability to analyse situations and make appropriate decisions in a timely manner that meets the needs of patients, staff and organisation.
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse consumer outcomes.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching.
- Demonstrate clinical reasoning and a comprehensive understanding of abnormal trends and consumer conditions in complex situations.



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- Lead local continuous quality improvement to ensure care remains safe, contemporary, and effective.
- Lead nursing team through an effective handover process and evaluate handover processes occurring at point of care.
- Demonstrated knowledge of, and commitment to, the Recovery Oriented Practice, Trauma Informed Care, Safewards Model and collaborative clinical practice
- Work collaboratively with the Lived Experience Workforce empowering them in their roles and providing a lived experience perspective to the service

Education:

- Actively engage and contribute to the education and professional development of self and others at ward/unit level.
- Offer feedback to others which is specific, supportive, non-judgmental, timely, and reflective.
- Demonstrate use of a variety of educational strategies including reflective practice to further own professional development
- Utilise and maintain a professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Support and lead staff with ward/unit portfolios, utilising a data driven approach to practice improvement.
- Demonstrate self-initiative in undertaking further educational opportunities.
- Lead/participate in local networks and forums to share and extend professional knowledge and build collegial support.

Research:

- Demonstrate sound knowledge of research evidence related to areas of practice.
- Promote and facilitate evidence-based care in local areas.
- Create, participate, and support others in the development of evidence-based guidelines.
- Identify best practice research to address gaps in nursing practice.
- Participate in research activities under direction/ supervision.
- Contributes to local research activities including selecting appropriate research methodology and data analysis strategies.

Support of Systems

- Support others to understand the Austin Health vision and integrate strategic priorities into clinical practice.
- Collaboratively supports the NUM to explain financial implications of business decisions to staff.
- Identifies cost effective and efficient approaches to managing resources.
- Support others to understand the National Safety and Quality Health Service Standards (NSQHSS) and the implications for practice.
- Actively participate in role as NSQHSS clinical champion with a specified portfolio for local level.
- Contribute new or revised guidelines or procedures relevant to the local clinical area.
- Lead quality improvement initiatives to address identified gaps at the local level.
- Identify practice gaps and implement projects based on clinical audit methodology and PDSA cycle.
- Understand clinical audit and practice improvement initiatives and results at local level.
- Provide reports to the Program Manager on audit results and deliver presentations to colleagues.
- Contribute to workplace safety audits.
- Act as a resource to support staff to document all clinical findings and consumer access activities consistently and reliably into Austin Health paper-based systems and clinical



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application systems.

Professional Leadership:

- Work within the leadership team in providing direction and leadership, based on expert clinical knowledge and experience, in a multidisciplinary team environment.
- Leads and supports other clinicians throughout their shift at the centre ensuring that any staffing concerns or incident management issues are appropriately responded to and subsequently reported back to the Program Manager for a considered systemic response.
- Takes on operational management in lieu of manager across the weekends and after hours.
- Under the direction of the Team Leader assist with human resource requirements at a centre level including daily staffing, rostering, and attendance management.
- Hold relevant portfolios to support CYMHS and MHD initiatives and priorities.
- Contribute to team, discipline and CYMHS operational activities, portfolio-management, service planning, research, and evaluation activities so that the team's and service's performance and culture is safe, healthy and productive with a view to continual improvement.
- Excellent interpersonal, communication (written and oral) and negotiation
- Demonstrate good self-awareness and adapt to changing situations.
- Use active listening techniques to explore and understand the views and ideas of others.
- Support others to meet expected standards of behaviour and develop their leadership capability.
- Move between different leadership and communication styles depending on the circumstances.
- Enhance formal and informal education opportunities within leadership.
- Participate in formal post-graduate study and or leadership course such as frontline management
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Seek opportunities to celebrate others' contributions and achievements in the local context.
- Support others to work autonomously within the scope of practice.
- Contributes to the ongoing development and implementation of enhancements to the model of care for BNNJN ensuring practice is in line with contemporary evidence based mental health models of care and current Victorian initiatives.

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

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 principles 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.
- A commitment to Austin Health values
- Demonstrated knowledge of professional standards.



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- Demonstrated ability to use clinical information systems.
- Knowledge of legal and ethical requirements.

• Selection criteria

Essential skills and experience:

- A minimum of 5 years' experience in nursing practice within the mental health field, preferably with young people experiencing mental health disorders
- Advanced clinical skills, including the assessment and management of high-risk clinical situations demanding action.
- Ability to develop, implement and evaluate consumer -centred individual service plans, risk assessments and diagnostic formulations
- Knowledge of the mental health system of care within an infant, child and youth mental health context
- Knowledge of mental health recovery principles and trauma-informed practice
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Proven ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system
- Sound knowledge of relevant legislation and practice frameworks, such as the Mental Health and Wellbeing Act 2022; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.
- Experience in providing high quality professional supervision and/or mentoring
- A consumer - focused approach to care including contemporary theories and techniques of practice that underlying mental health care and management of behaviours of concern.
- 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.
- Ability to identify opportunities for process redesign and to support/ coach staff in the implementation of redesign projects and activities
- A commitment to Austin Health values
- 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:

- Demonstrated cultural sensitivity when working with young people and families with diverse backgrounds.
- Have dual diagnosis competency or a willingness to undergo specialised training.
- Demonstrated commitment to evidence-based practice, research, and qu
- Demonstrated ability to flexibly manage competing and at times stressful situations, monitoring one's own stress levels and practicing and promoting self-care strategies.
- Post-graduate training and qualification in relevant areas such as child and youth mental health, family therapy, child psychotherapy, play therapy, adult and child psychotherapy



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Professional qualifications and registration requirements

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Post Graduate Diploma or equivalent qualification in Mental Health Nursing
- Valid WWCC
- Current, unrestricted drivers licence

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.



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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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