

Position Description

Mental Health Nurse Grade 3 – Older Adult Mental Health Team

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| Classification: | RPN 3 |
| Business unit/department: | Adult and Older Adult Mental Health Service |
| Work location: | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Burgandy Street |
| Agreement: | Victorian Public Mental Health Services Enterprise Agreement 2020-2024 |
| Employment type: | Full-Time |
| Hours per week: | 40hrs (38+ADO) |
| Reports to: | Program Manager – Older Adult Mental Health Service |
| Direct reports: | Nil |
| Financial management: | Nil |
| Date: | December 2025 |

Position purpose

The mental health nurse provides specialist nursing care across the community setting. Working collaboratively within a multidisciplinary framework, the role supports the delivery of high-quality, person-centred mental health care for older adults with complex psychosocial, cognitive, and functional needs.

The mental health nurse undertakes comprehensive clinical and functional assessments, contributing to the formulation and implementation of individualised recovery and wellbeing plans. This includes ensuring nursing interventions promote safety, meaningful engagement in daily activities, and optimal functional outcomes. The role provides nursing support to staff, supports cohesive team coordination, and fosters strong therapeutic relationships with consumers, families, carers, and service partners.

The mental health nurse plays a pivotal role in multidisciplinary case reviews, care planning, discharge planning, aged care assessments, and service planning meetings, providing senior nursing input that supports integrated decision-making. The role contributes to service improvement activities, modelling evidence-informed practice, promoting autonomy and dignity for older adults, and strengthening social inclusion within all care environments.

About the Mental Health Division

Austin Mental Health Division (MHD) provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the Mental Health Division are located across Austin Health and the community. Employees may be redeployed within the MHD.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supports 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.

Austin Health's Older Adult Mental Health Community Team provides person-centred, recovery-oriented care to older adults experiencing, or at risk of, serious mental illness. The multidisciplinary team—including clinicians, medical staff and Lived and Living Experience (LLE) experts—works collaboratively to deliver trauma-informed, evidence-based support that includes families, carers, and kin. The team fosters a culture of collaboration, shared learning, and mutual respect to ensure holistic, high-quality care that promotes recovery, dignity, and wellbeing in the community.

Position responsibilities

Direct clinical Care

- Provide comprehensive mental health nursing assessment, including mental state examination, risk assessment, physical assessment, and functional screening for older adults with complex needs.
- Implement evidenced based nursing interventions align with consumer goals, recovery and wellbeing plans, and multidisciplinary treatment recommendations supporting the psychosocial and wellbeing of older adults with mental health needs.
- Demonstrate strong clinical competencies including physical assessment, venipuncture, cardiovascular and metabolic monitoring (including 12-lead ECG), blood glucose and blood pressure measurement, and consumer education.
- Support the development of personalised safety plans in collaboration with consumers, families, and the multidisciplinary team.
- Deliver psychoeducation interventions including symptom management, self-management strategies.
- Liaise with communication services, such as ACAS and My Aged Care to support care coordination and discharge planning under the guidance of senior staff.
- Participate in case reviews, handovers, clinical meetings, and completion of HoNOs 65+ to ensure consistent and effective consumer care.

Education

- Participate in clinical supervision, reflective practice, and ongoing professional development to maintain and enhancing nursing capability.
- Preceptor early career nursing workforce and support discipline-specific capability development across the Older Adult Mental Health service.



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- Contribute consumer and family education to promote health literacy, recovery, and functional independence.
- Contribute to reflective practice activities and promote evidence-informed care across the clinical environment.

Research

- Apply evidence-based practice principles to all clinical interventions and decision-making.
- Support the translation of research into clinical practice, ensuring interventions reflect contemporary older adult mental health evidence.
- Participate in service evaluation, quality improvement initiatives, and data collection that informs clinical outcomes, service planning, and model-of-care improvements.
- Maintain up-to-date knowledge of best-practice guidelines relevant to older adult mental health, aged care, and psychosocial intervention.

Support of Systems

- Maintain timely, accurate, and comprehensive documentation, including clinical records, reports, risk assessments, and mandatory data entry.
- Provide a point of reference for My Aged Care/ACAS navigation within the Mental Health Division.
- Build and maintain effective partnerships with community providers, aged care facilities, general practitioners, and government agencies.
- Participate actively in service planning, discharge planning, case review meetings, and operational discussions that support consumer flow and system efficiency.
- Contribute to accreditation, policy development, quality improvement processes, and clinical governance activities.
- Demonstrate understanding of the structural and financial constraints of the public health system and the importance of KPIs in supporting service performance.

Professional Leadership

- Model professional behaviour and uphold ethical and legislative standard, including the Mental Health and Wellbeing Act 2022.
- Actively contribute to a positive team culture, supporting collaboration, shared decision-making, and recovery-oriented care.
- Participate in and provide clinical supervision in line with organisational policy and professional standards.
- Lead the nursing contribution in multidisciplinary case reviews, service planning meetings, and interface discussions with aged care services.
- Advocate for consumer rights, dignity, autonomy, and social inclusion across all care environments.
- Support staff wellbeing, reflective practice, and capability uplift through coaching, mentoring, and role modelling.
- Undertake other duties as required in line with senior clinical expectations and organisational needs.



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Selection criteria

Essential skills and experience:

- Substantial clinical experience in area of speciality, including at least 5 years nursing experience.
- Substantial clinical and/or leadership experience in mental health, especially working with community adult mental health sectors.
- Knowledge of the Mental Health & Wellbeing Act 2022 and other relevant legislation, especially: Equally Well in Victoria 2025; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017; Occupational Health and Safety Act 2004
- Knowledge of legal and ethical requirements
- Successfully meet Police and Working with Children's checks
- Current Victorian Driver's license.

Desirable but not essential:

- 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 department.
- Experience in process redesign projects and activities
- Masters in Mental health nursing or equivalent
- Demonstrated capability to undertake or support nursing research, publication and public presentation.

Professional qualifications and registration requirements

- Registered Nurse with Australian Health Practitioner regulation Agency
- Postgraduate qualification in psychiatric/ 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:



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- 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.



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