

Position Description

Registered Psychiatric Nurse Grade 2

Classification:	Registered Psychiatric Nurse: Grade 2 Y2-Y8 (NP21-26, NP70)
Business unit/department:	Secure Extended Care Unit, Mental Health Division
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
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
Direct reports:	N/A
Financial management:	Budget: Nil
July 2026	July 2026

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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

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 is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

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 Mental Health Division incorporates three program areas:

- Adult & Older Adult Mental Health Service
- Infant, Child & Youth Mental Health Services
- Specialty Services

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.

About The Secure Extended Care Unit:

The Secure Extended Care Unit (SECU) is a regional service, which provides a rehabilitation and recovery service to individuals with treatment resistant illnesses who also need the support of a secure environment. The Unit has 25 beds and services the Northern, North East, North West and Inner East.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people. 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.

Position responsibilities

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 also responsible for supervising and delegating to other health professionals such as Enrolled Nurses.

Role Specific:

Direct Clinical Care:



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- Deliver safe evidence based, person centered, recovery orientated care to individuals experiencing mental health conditions.
- Conduct comprehensive mental health assessments and develop care plans in collaboration with multidisciplinary team.
- Engage in therapeutic communication with patients, support recovery-oriented practices and promote consumer autonomy.
- Act as clinical mentor/preceptor to entry to practice/ nursing students.
- Utilise patient assessment information to adjust the care plan to meet health care needs.
- Facilitate active patient involvement in adapting goals of care.
- Escalate to the multidisciplinary team to modify the plan of care where abnormalities in assessment information are identified, and the clinical situation is unfamiliar or unexpected.
- Document comprehensive care priorities including discharge planning that is aligned with goals of care and patient assessment information.
- Prioritise and deliver care within scope of practice and according to nursing care plan.
- Facilitate active patient/family participation in delivery of goals of care, including handover.
- Recognise and seek support when input is required from senior/experienced staff.
- Recognise normal baseline and abnormal patient information; ensure escalation of care where abnormal findings are identified.
- Complete all clinical requirements of nursing orientation and induction module.
- Make appropriate referrals to the multidisciplinary team to pre-empt needs of the patient and follow up that the referral has been actioned.
- Maintain current contemporaneous documentation regarding patient care delivery.
- Recognise when care is outside of expected trajectory and escalate concerns.
- Actively participate in huddles and handover process recognising deviation from handover content to clinical presentation.

Education

Contribute to the education and development of other nurses at ward/unit level, as appropriate, to own role and level of experience.

- Offer feedback to others that is specific, supportive, and non-judgmental.
- Participate in professional development activities within clinical environment such as involvement in ward/unit portfolios.
- Maintain professional practice portfolio to reflect development of knowledge and skills over time.
- Increase scope of practice by participating in core competencies relevant to specialty practice.
- Identify opportunities for educational resources/ strategies to assist in delivery of bedside teaching.

Research

- Assist in development of Austin Health evidence-based guidelines.
- Understand research evidence and supporting guidelines related to area of nursing practice.
- Understand the importance of research in the development of nursing practice.
- Support local research activities including literature review and data collection.

Support of Systems

- Understand the Austin Health vision and strategic priorities.
- Understand the Austin Health Nursing Vision: Austin nurses working alongside Austin Nurses 24/7 to deliver reliable, safe, person-centred care.
- Work within the National Safety and Quality Health Service (NSQHS) Standards providing evidence-based nursing care.
- Ensure practice compliance for all relevant guidelines and procedures.
- Model professional behaviours and actions when risk and incidents are identified.



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- Understand and follow workplace safety principles.
- Contribute to workplace safety audits.
- Understand Austin Health Clinical informatics systems including Cerner, First Net, PACS, Patient Journey Board, EMR, ATLAS, etc.
- Demonstrate safe and ethical practice within health informatics systems.

Professional Leadership

- Provide appropriate delegation, supervision and support to all staff as per NMBA Decision Making Framework.
- Reflect on own values, beliefs, communication style and experiences and consider how this influences own workplace behaviour.
- Role model Austin Values in daily practice.
- Clearly recognise own accountability for actions and behaviours as delegated as per NMBA Decision Making Framework.
- Recognise, acknowledge and value the unique contribution of individuals.

Selection criteria

Essential Knowledge and skills:

- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Knowledge of the Mental Health Act 2014 and other relevant legislation.
- Demonstrated knowledge of recovery and collaborative clinical practice
- A patient focused 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

Desirable but not essential:

- Postgraduate qualification in Mental Health nursing or equivalent.
- Hold a Victorian Driver's 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:



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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 immunization 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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