

Position Description

ANUM - Youth Prevention and Recovery Care

Classification:	NP74 ANUM Year 2 RPN GRADE 3
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD) Austin YPARC
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Part-Time
Hours per week:	20 hours per week rotating roster
Reports to:	Program Manager - ICYMHS Residential Services
Direct reports:	Nil
Financial management:	Nil
Date:	February 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

The Associate Nurse Unit Manager (ANUM) is recognised as a clinical leader within the nursing team. The role forms part of the leadership group and works as a delegate of the Nurse Unit Manager (NUM) to model the core values of Austin Health through effective leadership and management of the clinical nursing and support staff.

As an ANUM in the Youth Prevention and Recovery Centre (YPARC), your responsibility is to ensure the delivery of consumer-focused, strength-based nursing care within the context of a multidisciplinary team approach. In conjunction with the Team Leader, you will ensure the provision of quality psychiatric nursing through effective staff management and clinical leadership. You will facilitate and promote a team approach and assist with and promote staff education and development.

The ANUM is an experienced clinician who will nurse in accordance with Recovery Oriented Practice, Trauma Informed Care, and the Safewards Model. In utilizing a recovery approach, you will

communicate using recovery language, promoting hope, and fostering the individual's self-determination, strengths and goals. The ANUM will escalate to senior staff all relevant incidents and occurrences both during business hours and in the after-hour period, consistent with escalation policies and procedures and a commitment to the least restrictive model of care.

The Austin Youth Prevention and Recovery Centre (YPARC) ANUM role supports the provision of comprehensive clinical sub-acute mental health care for young people and families of the YPARC Service. This includes risk assessment, mental state assessment, psycho education related to illness, care coordination and partnering with young people and their family/carers. The role will foster client centred care while providing evidence - based mental health interventions for managing psychological distress and monitoring general wellbeing as well as offering support and the relevant information to young people.

The ANUM will collaborate with Austin and MIND Team Leaders, as well as other YPARC staff, to deliver comprehensive high-quality clinical care tailored to each young person's developmental stage and needs. Partnering with the young people and their families/carers is crucial for effective care coordination within this role. The role supports YPARC entry and exits transitions and facilitates recovery activities, including biopsychosocial, living and recreational skills.

About the Directorate/Divison/Department

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.

Austin YPARC is a new service to Austin ICYMHS and will provide a safe and inclusive residential mental health service for young people (16-25 years) who are “stepping down” from inpatient mental health care or “stepping up” from the community to prevent a deterioration in mental health. YPARC will offer young people a place to consolidate their community transition and recovery treatment plans.

The YPARC's model of care has been drawn from the Victorian State Government Statewide Framework for YPARCs and has been developed in local working groups. YPARC will provide high-quality 24-hour mental health care in a youth friendly and 'home-like' setting.

Austin YPARC is in strong collaboration and partnership with MIND Australia and will be run conjointly with staff from both organisations. YPARC will provide thorough clinical, psychosocial and peer support through both individual support and group programs. YPARC will assist young people to establish links to primary health and community-based supports that enable young people to build resilience and capacity to self-manage factors that contribute to mental illness.



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Position Responsibilities

Direct Clinical Care

- Act as mentor and role model 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 consumers, 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.
- Ensure timely completion of mental health assessments including formulation, individual service plans, outcome measures, family work and systems containment and documentation of young people's progress in medical records, discharge summaries and other required documentation.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching
- Provide clinical expertise and effective advocacy to the consumer's family in the ongoing management, adaptation, and delivery of goals of care, within scope of practice.
- Demonstrate clinical reasoning and a comprehensive understanding of abnormal trends and consumer conditions in complex situations.
- 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
- Manage clinical risk and actively work toward implementing risk reduction strategies.
- Facilitate group programs within the YPARC.
- Provide evidence-based psychoeducation to young people and families regarding mental health issues and the related and the related treatments, including commonly used psychotropic medication and side-effects.
- Knowledge of youth-specific issues including homelessness, AOD use, education/employment barriers.

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 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.



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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 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 application systems.

Professional Leadership

- Provide clinical leadership within nursing team and utilise Nursing and Midwifery Board of Australia (NMBA) Decision Making Framework to provide clinical oversight of others.
- Utilise effective communication and leadership styles.
- Demonstrate self-awareness and self-management and adjust your own style in different circumstances.
- 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
- Support staff to manage priorities and actively assist in managing YPARC workload.
- 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 YPARC ensuring practice is in line with contemporary evidence based mental health models of care and current Victorian initiatives including the YPARC Statewide Service Framework.

All Employees:



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

Selection criteria

Essential skills and experience:

- A minimum of 2 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 a 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:



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- 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 quality improvement activities in a work setting.

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.



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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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