

Position Title: Registered Mental Health Nurse (Division 1)

Steele Haughton Aged Acute Residential Unit, Mental Health & Wellbeing

Grampians Mental Health & Wellbeing Service

Directorate: **Mental Health, Acute Operations**

Department: Mental Health

Reporting to: ANUM
NUM
RN4 -SHU

Professional report: Director of Nursing or delegate

Direct Reports: Psychiatric Enrolled Nurses, PG, Grad Nurses and student nurse learners

Appointment Terms/Conditions:

Classification and Code: Registered Psychiatric Nurse Grade 2 Year1-8 (NP11-NP70)

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

Grampians Mental Health and Wellbeing Service (GMHWS) provides treatment, care and support for people, their families carers and supporters, living within the Grampians Region, who experience mental ill health and/or psychological distress.

The RPN 2 role performs tasks according to established procedures, specific guidelines and standard instructions from senior mental health nurses, whilst providing evidence-based, best-practice clinical treatments for and with consumers, carers and their families, to promote recovery and mental health well-being as the consumer transitions back to the community of their choice.

In the **Steele Haughton Unit**, the RPN 2 works within the nursing team and follows direction from the senior nursing staff on duty and the medical team. The RPN2 is expected to have a ready source of mental health nursing advice in the event of unexpected incidents or when required to demonstrate specialised nursing knowledge.

KEY ACCOUNTABILITIES

The RPN 2 role works within the **Steele Haughton Unit** multidisciplinary team (MDT), receiving general supervision from a more senior nurse (RPN 3 and above) on duty, but remains professionally accountable for their own decisions.

The RPN 2 position will include, but is not limited to the following duties:

- Undertake biopsychosocial, recovery-focused assessments and treatment planning with consumers, carers and their families
- Evaluate and document the clinical effectiveness and efficiency of consumer treatment planning
- Provide recovery-focused, mental health and pharmacological education to consumers, carer and their families
- Assess, implement & review clinical risk management strategies/plans that maintain consumer safety at all times in conjunction with Safe Wards
- Independently undertake metabolic monitoring of consumers as part of an established process, recording and reviewing physical health changes with the treating team
- Demonstrate safe and efficient practice in the use of clinical equipment, ordering new equipment as required
- Collaborate and jointly provide Peer and Carer Consumer group programs
- Work with the **ANUM/NUM/RPN4/LLEW** team in maintaining a therapeutic environment
- Identify environmental and other risks to staff, consumers or visitors, escalate concerns and implements remedial as required
- Demonstrate knowledge of, and work within the scope of legislation that is the Mental Health & Well-being Act 2022
- Participate in monthly line supervision with **ANUM/NUM/RPN4**
- Practice in accordance with the values of the organisation using available resources efficiently and effectively
- Demonstrate awareness of the GMHWS and GHS operational structure, lines of responsibility, accountability and communication pathways
- Assist in quality improvement activities within the unit and the service.

- Assist the team to work toward achieving organisational and unit objectives
- Assist the ANUM to address local feedback in accordance with GMHWS policy.
- Act as a professional nurse role model for all members of the team, including student learners on placement
- Assist the **ANUM/NUM/RPN4** with orientation of new team members
- Maintains affiliation with professional bodies and demonstrates recognition of own educational and professional development needs, acting independently to ensure those needs are met.

KEY SELECTION CRITERIA

Qualifications:

- **Mandatory:** AHPRA Registration, Nurse Division 1 – Post Graduate qualification in Mental Health
- Demonstrated minimum of 2 years' experience in mental health working with consumers experiencing acute mental health challenges

Technical/Professional Knowledge and Skills

- Experience working in a multidisciplinary context.
- Experience in developing and delivering consumer/carer group programs.
- Experience working in hospitals or health services
- A broad knowledge of the Royal Commission into Victoria's Mental Health Services and its recommendations.
- Demonstrated ability to collaborate meaningfully with consumers and carers, showcasing a commitment and understanding of recovery principles in mental health service provision
- In-depth working knowledge of the Victorian Mental Health and Wellbeing Act, 2022
- Demonstrated excellent communication skills, encompassing verbal, written, and interpersonal skills
- Proficiency in the use of online communication platforms, including but not limited to MS Teams and Zoom
- Possession of a current Victorian driver's license and willingness to use it for work purposes if required

Work Environment

- 10 Aged Acute beds and 20 Aged Mental Health Residential beds
- Provision of acute and Residential mental health clinical care for Aged consumers

Personal attributes

- **Adaptability:** The ability to maintain flexibility and effectiveness in a climate of major change in work responsibilities or environment; adjusting effectively to work within new work structures, systems and processes, cultures.
- **Leadership Disposition:** Demonstrating the traits, inclinations, and dispositions that characterize successful leaders; exhibiting behaviour styles that meet the demands of a leader role.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing projects; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining effective performance under pressure or opposition (such as time pressure or role ambiguity); managing self in relation to work pressures in a manner that is acceptable to others and to the organization.
- **Quality Orientation:** Accomplishing tasks in a timely manner and consistent with organisation requirements; ensuring quality is at the centre of consumer and family outcomes
- **Driving for Results:** Setting achievable goals for personal and team accomplishment; using measurement methods to monitor progress toward goals; working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.

- **Innovation:** Generating innovative solutions in work situations.
- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message; ensuring all stakeholders are recipients of relevant communication.
- **Managing Conflict:** Dealing effectively with potential or actual antagonistic situation; using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people.
- **Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties [insert]

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.