

Position Title: Associate Nurse Unit Manager (ANUM) – Youth Prevention and Recovery Care (YPARC)

Campus: Ballarat

Directorate: Primary and Community Care

Department: Grampians Mental Health and Wellbeing Service (GMHWS)

Reporting to: Deputy Director of Operations- Active Stream

Appointment Terms/Conditions:

Classification and Code: Registered Psychiatric Nurse Grade 3 – ANUM (NP83 - NP74)

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

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

To provide mental health nursing leadership and clinical oversight to consumers in Youth Prevention and Recovery Care (YARC) Service. The YPARC ANUM will provide recovery focused treatment and care and support to young people aged 16-25 years who are experiencing mental health challenges and/or psychosocial distress with or without co-occurring substance use or addiction and would benefit from a brief intensive recovery support intervention. Or who is in the early stages of recovery from an acute phase of mental ill health and /or psychological distress with or without co-occurring substance use or addiction, and who need a time-limited period of additional support in order to strengthen gains made from spending time in an inpatient setting.

KEY ACCOUNTABILITIES

- Undertake and provide clinical leadership and oversight of biopsychosocial assessment, risk assessment and recovery-oriented care planning.
- Support the delivery and evaluation of evidence-based, trauma-informed, person-centred and family-inclusive care.
- Facilitate and support the delivery of individual and group psychosocial programs aligned with the YPARC model.
- Evaluate and document the effectiveness and efficiency of treatment delivered to consumers and their families/carers.
- Maintain a safe, recovery-focussed therapeutic environment for consumers, families and staff..
- Participate in and provide supervision as required to nursing staff and students.
- Ability to undertake more complex tasks and operate at a higher level of clinical autonomy than a RPN2.
- Participate and lead quality improvement, risk management and service development activities.
- Participates in quality improvement activities within the unit and the service.
- Ensure accurate clinical documentation and incident reporting in line with organisational requirements.
- Identify and respond to clinical and operational risks, ensuring appropriate escalation and mitigation.
- Demonstrate effective response to emergencies and contribute to a culture of safety and continuous improvement.
- Assists with workforce coordination, orientation of new staff, and conflict resolution.
- Demonstrates annual competence in the delivery of Basic Life Support, Fire Safety and Evacuation, Manual Handling and use of lifting devices, Infection Control, and unit specific competencies.
- Demonstrates annual competence in the industries Occupational Health and Safety standards for preventing and managing occupational violence and aggression.

KEY SELECTION CRITERIA

Qualifications and experience

- Registered Nurse with current registration with AHPRA. At least 2 years experience as a mental health nurse. Desirable to hold post graduate diploma in mental health nursing or completed a specialist undergraduate mental health nursing program or a specialist post basic course of training which led to registration as a Division 3 nurse.
- Demonstrated advanced experience in mental health settings, with a strong commitment to recovery-oriented, evidence-based and family-inclusive practice.
- Experience working within multidisciplinary teams, ideally in community, sub-acute or psychosocial rehabilitation settings.

Technical/Professional Knowledge and Skills

- Demonstrated knowledge of contemporary, evidence-based mental health practice, including trauma-informed and recovery-oriented approaches.
- Ability to provide clinical leadership and sound decision-making within a multidisciplinary team environment.
- Demonstrated ability to manage competing priorities, coordinate workflow and utilise clinical information systems effectively.
- Demonstrated ability to undertake more complex tasks and operate at a higher level of clinical autonomy and clinical leadership in situations.

Work Environment

- Demonstrated understanding of relevant legislation, including the Mental Health and Wellbeing Act 2022, and associated rights and responsibilities.
- Experience contributing to quality improvement, risk management and clinical governance processes.
- Commitment to ongoing professional development and reflective practice.

Personal attributes

- Demonstrated leadership capability within mental health nursing, including the ability to support, guide and develop staff.
- Commitment to person-centred, culturally safe and inclusive care.
- Postgraduate qualification in mental health nursing (or working towards) is desirable.

Interpersonal skills

- Highly developed communication and interpersonal skills, with the ability to build effective relationships with young people, families/carers, colleagues and external partners.
- Demonstrated ability to manage conflict, support team functioning and contribute to a positive team culture.
- Ability to work collaboratively with NGO partners and lived experience workforce.

Role Responsibilities in Safety and Quality – Managers (NSQHS)

- The role of the Manager is to ensure safe and effective delivery of healthcare services by:
- Implementing and maintaining systems, resources, education and training to ensure staff deliver safe, effective and reliable health care.
- Supporting the establishment of partnerships with stakeholders, consumers and carers when designing, implementing and maintaining systems.
- Managing performance and facilitating compliance across the organisation.
- Overseeing individual areas with responsibility for the governance of safety and quality systems.
- Modelling behaviour that optimises safe and quality care by considering their implications in their decision-making processes.

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.
- 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.
- Adherence with all Grampians Health Policies and Procedures and Nationally accepted standards
- Grampians Health is committed to a person-centred approach in the provision of health care and services, consistent with the Grampians Health values, mission and vision. It is expected that you demonstrate the core values of person- centred care in every interaction with consumers, carers and colleagues.

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.