

Position Title: Registered Nurse /Registered Psychiatric Nurse Grade 2

Campus: Ballarat

Directorate: Mental Health Services

Department: Inpatient Unit/As stipulated

Reporting to: Direct: Shift Manager
Indirect: Clinical Manager, Executive Director, Mental Health Services

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Registered Psychiatric Nurse Grade 2 (NP11 – NP70)

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
We are stronger together.	We show that we care.	We do what we say and say what we do.	We appreciate and value all people.	We adapt and innovate to achieve best outcomes.
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 clinical treatments to clients within the inpatient mental health services and their carers that are evidence based and/or best practice, family inclusive to enhance the patient's recovery from serious mental disorder.

KEY ACCOUNTABILITIES

- Practice within the nationally accepted standards.
- Undertakes biopsychosocial assessments of clients and the formulation of treatment plans.
- Evaluate and document the effectiveness and efficiency of treatment delivered to patients and their families
- Provide information and education to patients, family and/or significant others.
- Conducts risk assessments on each patient as allocated by the shift manager, including a rationale and plan for the clinical indicators of risk.
- Co-facilitate group psychosocial programs with the group therapy nurse
- Initiate individual psychosocial programs, for example daily living skills, social skills, communication and education programs.
- Assists the Clinical Manager and Shift Manager to maintain a psychotherapeutic environment
- Practice in accordance with the values and goals of the organisation using resources efficiently and effectively.
- Complies with professional Standards of Practice, Mental health Act 1986, OH&S legislation, and has a sound knowledge of the policies and procedures of the organisation.
- Participates in supervision with line manager and supervises students as required.
- Is aware of the organisational structure, lines of responsibility, accountability and communication channels.
- Participates in quality improvement activities within the unit and the service.
- Presents as a role model for all members of the team
- Works toward achieving organisational and unit objectives
- Assists the Line Manager to monitor and address complaints in accordance with Grampians Health policy
- Participates in Unit portfolios at the direction of and in discussion with and support from the Line Manager.
- Maintains affiliation with professional bodies and demonstrates recognition of own educational and professional development needs and acts independently to address those needs
- Assists with orientation of staff.
- Demonstrates an ability to resolve conflict.

- Identifies risks to staff, patients or visitors and implements corrective action.
- 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.
- Maintains the no lift system within the ward/unit including ongoing training, audits, compliance and maintenance of equipment.
- Demonstrates an efficient and effective response to Emergencies and Internal Disasters
- Demonstrates safe and efficient practice in the use of equipment
- Provides accurate and timely documentation of incidents in accordance with Grampians Health policy.
- Demonstrates an understanding and commitment to the organisation's waste management disposal program.
- Demonstrates annual competence in the industries Occupational Health and Safety standards for preventing and managing occupational violence and aggression.
- Must carry out work duties in a safe manner by adhering to Grampians Health Occupational Health and Safety Policies, Regulations and agreed safe work procedures, and report immediately any potential hazards and/or incident occurring in the workplace.
- Adhere to infection control policies and procedures as identified in the Ballarat Health Services Infection Control Manuals.
- 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.

KEY SELECTION CRITERIA

Qualifications and experience

- Professional qualifications in Nursing and a current Registration in accordance with the Australian Health Practitioner Regulation Agency (AHPRA)
- Relevant experience in, and ongoing commitment to, the delivery of evidence-based and best practice, family inclusive treatments for patients with a mental health disorder
- Demonstrate an appropriate level of knowledge and understanding of contemporary evidence-based treatments and/or best practices, providing appropriate clinical responses within the multidisciplinary team context on a day to-day basis.

Technical/Professional Knowledge and Skills

- Demonstrated ability to manage time effectively, manage competing priorities and meet varied deadlines in timely manner. Ability to utilise computer-based programs for day-to-day duties.
- Demonstrated awareness of relevant legislation and related rights and responsibilities.

Interpersonal skills

- Demonstrate effective communication, interpersonal and conflict resolution skills within the immediate work environment. Demonstrated ability to develop and maintain positive and constructive relationships with patients, families, significant others, colleagues and other health service providers.

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.

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 by 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.