

Position Title: Registered Psychiatric Nurse Grade 2
Parent & Infant Unit

Campus: Parent & Infant Unit, 28-24 Pleasant Street, Newington, 3350 VIC

Directorate: Mental Health & Allied Health

Department: Grampians Area Mental Health & Wellbeing Service (GAMHWS)

Reporting to: Nurse Unit Manager

Indirect Reports: Deputy Operations Director Intensive Recovery
Operations Director – Mental Health

Appointment Terms/Conditions:

Classification and Code: Registered Psychiatric Nurse Grade 2

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement 2024-2028

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.

THE PARENT & INFANT UNIT

Grampians Area Mental Health & Wellbeing Service – Parent & Infant Unit is a 5 bed, 7 day a week bed-based perinatal mental health unit for families from the Grampians and South West region.

Mothers and/or Fathers are admitted with infants up to 12 months of age and treatment has a strong family & infant relationship focus.

The Parent & Infant Unit provide a combination of intensive short-term adult and infant mental health interventions to parents and infants within the perinatal period.

The Parent & Infant Unit works closely and collaboratively with the Perinatal Community Team, with the two teams sharing a dual governance model, ensuring an evidence based, recovery focused, seamless and continuous specialist perinatal service delivery to our community.

POSITION PURPOSE

The Registered Psychiatric Nurse Grade 2 (RPN2) provides clinical treatment to parents, infants and their families within the Parent & Infant Unit.

The RPN2 is responsible for ensuring the delivery of a high standard of practice which is parent and infant centred, evidence based, family inclusive and recovery oriented.

The RPN2 will work collaboratively with the multidisciplinary team.

The RPN2 works competently within their scope of practice to deliver safe and dynamic health care to achieve optimal outcomes for families within the Parent & Infant Unit.

KEY ACCOUNTABILITIES

CLINICAL

- Compliance with all Grampians Health Service Policies and Procedures.
- Undertake comprehensive & complex bio-psychosocial assessments of families, and develop formulation and treatment plans for families admitted to the Parent and Infant Unit.
This includes completing & documenting mental state assessments, risk assessments and risk reduction strategies, and treatment planning which is collaborative with the admitted family and the treating Parent & Infant Unit team.
- Ensure family, carers or significant others are engaged (where appropriate) throughout admission.
- Practice in accordance with recovery principles respecting the uniqueness of individuals, their choices and focusing on their personal strengths.
- Ensure families and significant others are provided with evidence-based information and education during their stay at the Parent & Infant Unit, including facilitating or co-facilitating group education and

providing individualised interventions.

- Assist the Nurse Unit Manager and Associate Nurse Unit Manager's in maintaining a psychotherapeutic environment.
- Assist in maintaining a safe, secure and clean environment.
- Practice in accordance with the values and goals of Grampians Health Services and the Perinatal Mental Health Teams.
- Maintain affiliation with professional bodies and demonstrates recognition of own educational and professional development needs and acts independently to address those needs & requirements.
- Establish and maintain effective and appropriate interagency relationships where appropriate and/or as directed.
- Proactively participates in line supervision with a line manager and completes all mandatory, organizational and department competencies and professional reviews.
- Work roster to service requirements which includes a rotating roster consisting of morning and afternoon shifts and night shifts. .
- Perform other duties as directed.

KEY SELECTION CRITERIA

Qualifications & Experience

- Nursing registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Post Graduate qualification in mental health nursing practice is desirable
- Must meet the classification award for Registered Psychiatric Nurse Grade 2
- A valid Working with Children Check.
- A valid Victorian Driver's License

Technical/Professional Knowledge and Skills

- Experience required is relevant to the respective enterprise agreement.
Relevant experience and/or an ongoing commitment to the delivery of evidence-based & best practice, family inclusive & recovery focused perinatal mental health treatment.
- 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.

- 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.
- Actively participates in own Performance Review program, participates as required in quality improvement activities; evidence of, and a commitment to ongoing professional development and achievement of professional goals.
- Demonstrated awareness of relevant legislation and related rights and responsibilities.

Work Environment

- All Grampians Health Services employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure.
- Employees also have a responsibility to the National Safety and Quality Standards (NSQHS) in ensuring the effective and safe delivery of healthcare services.
- Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.
- Employees have a shared responsibility for maintaining a workplace that is psychologically safe, and promotes a culture that reflects the organisational values in every aspect.

Personal attributes

- Employees are to conduct themselves in a professional manner with consideration given to the employee as a representative of the organisation within the broader community.
- The employee must possess a range of personal attributes that complement the technical skills required for the position.
- Reflect on self and practice and identify areas for personal and professional growth.
- Role model supportive behaviours for staff and colleagues and promote a workplace culture reflective of Grampians Health values.
- Demonstrate excellent interpersonal and communication skills, working effectively with individuals, groups and members of a multidisciplinary team.
- The employee must display knowledge of the organisational values and ensure these values are upheld in the undertaking of the position they are employed to.

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, 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.

HOW TO APPLY

Your application should include:

- Clearly state the **Job No.** specified on the advertisement for this position.
- A statement addressing each “**Key Selection Criteria**” clearly demonstrating your ability to meet the objectives of the role. **Note:** Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.
- General resume
- Copies of any formal qualifications. **Note:** If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- Two (2) professional referees

Apply on-line at: www.bhs.org.au

AUTHORISATIONS

Employee	
Department Manager	Netta Clark
Director / Chief Executive Officer	
Date Written: July 2026	Date Revised: