Position Title: Post Graduate Psychiatric Nurse

Campus: Ballarat

Directorate: Grampians Mental Health and Wellbeing Service (GMHWS)

Department: Learning and Development

Reporting to: Direct Manager/Graduate Coordinator

Direct Reports: Nil

Appointment Terms

Classification and Code: Registered Psychiatric Nurse Grade 2 Year 2 (RP21 - RP70)

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 *We are stronger together.*	***Compassion*** *We show that we care.*	***Accountability*** *We do what we say and say what we do.*	***Respect*** *We appreciate and value all people.*	***Innovation*** *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

The Post Graduate nurse position is a specialised position in which the registered nurse is preferably participating in or completing a postgraduate diploma in Mental Health nursing at an approved University. The incumbent is expected to use the program to further consolidate skills and knowledge gained in their graduate year; and provide bio-psycho-social clinical assessment and treatments that are evidence based and/or best practice to consumers and their families in a recovery focused model of care.

KEY ACCOUNTABILITIES

- Routinely provide evidence-based and best practice clinical assessments and treatments in accordance with GH-GMHWS policies ad procedures and discipline specific professional standards.
- Actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.
- Undertake comprehensive mental health assessments, identify and prioritise patient and family needs including risk assessment and management.
- Contribute to the development, implementation and review of inpatient and community treatment/wellness plans that target identified biological, psychological and social needs of the patient and their families.
- Evaluation of the effects of implemented treatment for all patients and their families in accordance with GH-GMHWS policies, procedures and discipline specific standards.
- Proactive engagement in, and application of clinical supervision.
- Maintain statistics and records reflecting the expectations and standards consistent with GH-GMHWS policies and procedures.
- Actively participate in service improvement activities as part of a total and continual quality improvement process.
- Participate in relevant research projects as required.
- Work a roster appropriate to the services requirements.
- Carry out work duties in a safe manner by adhering to GH OH&S policies, regulations and agreed safe work procedures. Immediate reporting of any potential hazards and/or incidents occurring in the workplace
- GH is committed to a patient/client centred approach in the provision of health care and services, consistent with the GH values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

Mandatory:

* Holder of a current Victorian Drivers Licence

Organisation

- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Services Infection Control Manuals.
- Develop and implement office management systems and processes for the team to ensure team targets and accountabilities are met within required timeframes.
- Participation in the Grampians Health integrated risk management and quality improvement 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 Ballarat Health Services.
- 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 BHS employees.

- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleague

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

KEY SELECTION CRITERIA

Mandatory Qualifications and experience

- Registered Nurse with a current AHPRA registration
- Ongoing commitment to the delivery of evidence-based and best practice, family-inclusive treatments for patients with a serious mental disorder

Technical/Professional Knowledge and Skills

- Ability to 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 awareness of relevant legislation, including but not limited to: Mental Health Act 2022, Guardianship and Administration Act and policies governing practice standards, including the National Safety and Quality Health Service standards 2017.

Work Environment

- A capacity to predict, recognise and respond to internal and external change
- A commitment to working towards a best practice model and delivery of care.
- 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

Personal Attributes

- Well-developed organisational, verbal and written communication skills.

Interpersonal skills

- Demonstrates effective communication and interpersonal skills, the ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other health service providers

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.