

Position Title: **Psychiatric Enrolled Nurse**

Campus: Ballarat

Directorate: Mental Health Services

Department: Central Allocations Unit – Casual

Reporting to: Direct: Shift Manager / Nurse Unit Manager
Indirect: CAU Manager – Central Allocations Unit

Direct Reports: N/A

Appointment Terms/Conditions:

Classification and Code: Psychiatric Enrolled Nurse Level 2 (PE21-PE23)

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 clinical treatments to clients within mental health services and their carers that are evidence based and/or best practice, family inclusive to enhance the patient's recovery from mental health disorders.

KEY ACCOUNTABILITIES

- In consultation with the Registered Nurse, plans, implements, evaluates, and maintains a high standard of nursing care and service delivery.
- Assume accountability and responsibility for providing a high standard of patient / resident focused, holistic care under the supervision of the Registered Nurse
- Performs nursing functions in accordance with the level of competence required in this position and practices within the framework of formal educational preparation.
- Develops professional practice in accordance with the health needs of the population and the changing patterns of disease and illness.
- Accurately document care in accordance with health service guidelines and ensure incidents regarding care are accurately documented.
- Contributes to quality healthcare through personal and professional development.
- Collaborate with multidisciplinary team members to achieve desired health outcomes for patients / residents.
- Comply with the mandatory competency framework for Endorsed Enrolled Nurses.
- Promote and maintain an environment of teamwork and professionalism.
- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.

KEY SELECTION CRITERIA

Qualifications and experience

- Recent clinical experience in a Mental Health setting.
- Professional qualifications as an Endorsed Enrolled Nurse and 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 multi-disciplinary team context on a day-to-day basis.

Technical/Professional Knowledge and Skills

- Demonstrated commitment to the provision of care which focuses on the individual and support networks.
- Demonstrated ability to contribute and practice collaboratively as part of a multidisciplinary team.
- Demonstrated written and computer skills at the level required to fulfil this position.
- 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.
- 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 when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review / skills check will occur from managers within Mental Health. Your performance review is intended to align with this position description, outlining the key roles and responsibilities. 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. Should any identified areas be raised by managers in the CAU skills check, a discussion will be initiated to work through.