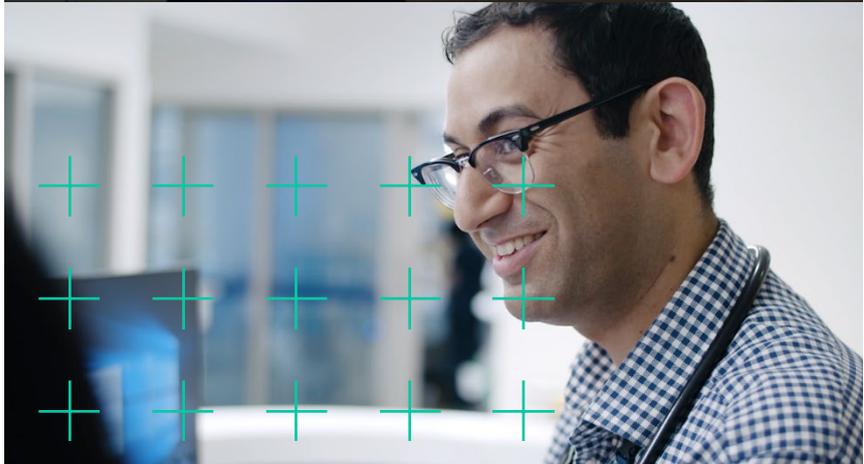




**The Royal
Melbourne
Hospital**

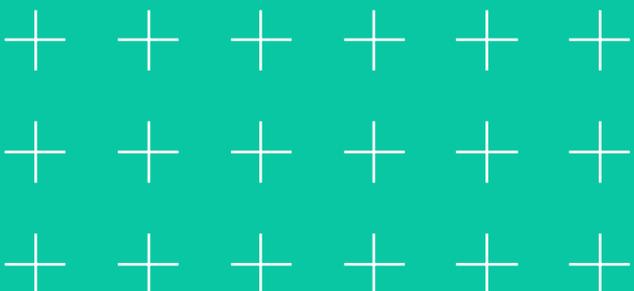
**Advancing
health
for everyone,
every day.**

**Join The Royal
Melbourne Hospital's
NorthWestern Mental
Health Service**



Position Description

**Senior Community Psychiatric
Nurse Service: Wadamba Wilam**





About The Royal Melbourne Hospital

As one of Victoria's largest public health services, the Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

Our Vision

Advancing health for everyone, every day.

The Melbourne Way

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

Our Priorities

The RMH Strategic Plan: **Towards 2025 Advancing health for everyone, every day** is our plan for the future — one which we are committed to achieving together.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

Position Title:	Senior Community Psychiatric Nurse Service: Wadamba Wilam
Service:	Northern Area Mental Health Service
Location:	Neami, Arthur Street Fairfield
Reports To:	Neami Manager Breaking the Cycle and Area Manager, NAMHS
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2016–2020
Classification:	RPN 4
Immunisation Risk Category:	Category B
Date of Review:	May 2022

Position Purpose

The Senior Psychiatric Nurse will work as a member of the Wadamba Wilam interdisciplinary team to provide high level clinical expertise with respect to the assessment and treatment of consumers with complex mental health related needs and their family/carers, and will support other team members in the delivery of high quality mental health care.

The Senior Psychiatric Nurse will participate in Wadamba Wilam service development activities and promote and support quality initiatives and research.

The role involves the provision of supervision to designated staff as well as students within the relevant discipline.

Department Description

Breaking the Cycle: reducing homelessness initiative (Wadamba Wilam)

Wadamba Wilam is an established partnership between NEAMI, Uniting Care Re Gen, the Victorian Aboriginal Health Service (VAHS) and the Northern Area Mental Health Service (NAMHS). Wadamba Wilam team offer a holistic, social and emotional wellbeing focused, intensive outreach service for Aboriginal people over 16 years of age, in the cities of Darebin and Whittlesea. The service supports clients with complex needs, including severe mental illness, homelessness, or high risk of homelessness. The service acknowledges the substantial, pervasive and continuing negative impacts of colonisation and past government policies on the mental health and social and emotional wellbeing of Aboriginal Victorians. Aboriginal Victorians are also more likely than other Victorians to experience a range of individual, interpersonal, social and cultural consequences of ongoing trauma, racism and discrimination.

The service will focus on immediate client needs regarding housing, health, substance use, financial disadvantage and social and emotional wellbeing, followed by recovery and social inclusion. The service will offer an integrated, interdisciplinary approach, including culturally safe and appropriate assessment, supported service access, and recovery focused support. Recovery support is based on the Collaborative Recovery Model (CRM), and the SEWB model of



Aboriginal care. These models are based on practices found to assist people with chronic mental illness and is used successfully across many Aboriginal Health services.

Key Accountabilities – Position Specific

Provide Clinical Care

- Provide a high level of clinical expertise in the assessment, provision of treatment and delivery of targeted interventions to consumers with complex mental health related needs and their family/carers
- Utilise discipline-specific skills as appropriate and as required by consumers, their family/carers and the Service
- Assist in the provision of primary, secondary and tertiary consultation services, community development and education, liaison and linkage to other agencies that also provide support to people with mental illnesses
- Work collaboratively with other NWMH services, external agencies and service providers to ensure continuity of care for consumers and their family/carers.

Support Quality and Safety

- Uphold high standards of care and safety in Wadamba Wilam team practice
- Participate in reviews of policies and procedures as required
- Comply with Health Service and Divisional-specific Regulations, Melbourne Health Policy and Procedures (available on MH intranet site <http://info.mh.org.au>), and the By-laws and Policies and the ethical standards of the profession
- Support other team members
- Provide appropriate support and mentorship for other Wadamba Wilam team members
- Work collaboratively within the interdisciplinary team
- Support the contributions Wadamba Wilam partner agencies in care: NAMHS, Neami, VAHS, ReGen, and other service providers including and GPs
- Contribute to the training and development of nursing staff and students as appropriate

Support Education and Training

- Accept responsibility for Continuing Professional Development (CPD) of self and actively keep a CPD portfolio as required by the AHPRA/Professional Association (for relevant disciplines)
- Participate in and contribute to ongoing professional development activities and in-service training, and pursue development of knowledge of mental health amongst the Team

Help Build Strategic Relationships

- Contribute to strategic activities, as required - strategic planning, workforce planning, quality planning, etc.
- Be aware of and observe service agreements and linkages with other agencies
- Recognise and support the interdependent relationships between the Wadamba Wilam initiative and the NAMHS programs (Community teams, NPU, ECATT/PACER, CCU, PARCS)

Model the Values

- Demonstrate behaviours reflective of Melbourne Health's values
- Demonstrate behaviours that support a Recovery approach to care. This includes (but is not limited to) demonstrating:



- An understanding of the philosophical foundations, processes and environments that support recovery;
- An ability to support and facilitate consumers' use of resilience and strength so that they might experience positive self-image, hope and motivation, and be supported to live the lifestyle and the culture of their choice;
- A knowledge of major types of treatments, therapies and targeted interventions and their contributions to innovative recovery-oriented service delivery approaches;
- A communication style that shows respect for consumers and their families/carers, and an ability to manage relationships so they will facilitate recovery;
- A knowledge of consumer Rights and Responsibilities, and the ability to facilitate consumers to make informed choices for recovery;
- An awareness of issues relating to cultural diversity, and how these may influence service choices and delivery; and
- A knowledge and ability to facilitate consumer and family/carer participation at all levels within the service.
- Demonstrate behaviours that aid the implementation of the Framework for Care for NWMH Adult Community services
- Promote a friendly, respectful and collaborative environment within the BtC Team and across partner agencies
- Demonstrate capacity to engage in organisational change, to manage self through change, and assist others during transition

Promote Research

- Encourage staff to take and active interest in evidence-informed and innovative treatment and care, and facilitate for own discipline
- Participate in practice based and service orientated research, evaluation and audits

Key Relationships

Internal

- Area Manager; Director of Clinical Services; Deputy Director of Clinical Services; Lead Consultant; Community Team Managers, Community Team Leaders; Discipline Seniors; Evaluation and Service Improvement Coordinator; Health Information Manager; Executive Assistant to Director Clinical Services and Area Manager; Multidisciplinary Team; Administration staff; Consumers and Family/Carers; North Western Mental Health Program CAG; NWMH Consumer Advisor

External

Wadamba Wilam Partner Agencies; VAHS, NEAMI, ReGen, Mental Health Training Development Unit; Quality Planning and Innovation Unit; Community Support Services, Aboriginal Agencies, Carers of the NAMHS Service; Centralised Triage; Facilities Management; Office of Chief Psychiatrist; Department of Health

Selection Criteria

Formal Qualification(s) & Required Registration(s):

- Enrolled Nurses:
 - Registration as an enrolled nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - Approved post graduate qualifications in psychiatric nursing and/or relevant experience



Essential:

Working with Aboriginal people

- A demonstrated understanding and knowledge of contemporary Aboriginal culture including the key issues affecting Aboriginal people and their families living in the community who are homeless/at risk of homelessness.
- Knowledge and experience of the broader health and mental health issues impacting on the Aboriginal and Torres Strait Islander community
- Ability to communicate and engage in a culturally responsive manner with Aboriginal people and all relevant agencies

Knowledge of homelessness and the service system

- A sound understanding of the issues surrounding homelessness and a commitment to working with people who are disadvantaged within the community.
- An ability to work sensitively and effectively with people who are homeless and in housing crisis
- An understanding of the specialist homelessness system in the northern metropolitan region including current forms of housing assistance
- Well-developed interpersonal communications, advocacy, and negotiation and conflict management skills.

Experience working in a collaborative/ partnership team

- Proven ability to work collaboratively within an interdisciplinary team and contribute to a positive team culture.
- Demonstrated high level of energy, enthusiasm, reliability, resilience and flexibility
- Demonstrated communication skills especially in the areas of communicating plans, negotiating agreements, resolving conflict and following up arrangements.
- Demonstrated ability to work in partnership with a range of stakeholders, including clinical and non-clinical staff and consumers carers, family and/or friends.

General

- Extensive experience in the assessment, diagnosis, and treatment of severe mental illness and psychiatric disability
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
- Experience in providing clinical supervision, and in developing others' supervision skills
- Commitment to ongoing professional development
- Well-developed skills in writing and an ability to promptly prepare on the appropriate documentation assessments, treatment plans, transition summaries and other forms of documentation.
- An understanding of the policies and procedures associated with the Mental Health Act and other relevant legislation
- Capacity to undertake alcohol and other drug screening, assessment, treatment planning, brief interventions with clients who have co-occurring mental health and substance use disorders
- Familiarity with a range of computer software packages including the Microsoft platform

Desirable:

- A current Victorian Driver's Licence, and ongoing ability to use this form of transport

Required Capabilities

The Capability Development Framework applies to all The RMH employees and describes the capabilities that are needed to meet our strategic goals.



Below is a list of capabilities and the attainment level required in this position.

<i>Capability Name</i>	<i>Attainment Level</i>
Organisational savvy	Consolidation
Communicating effectively	Mastery
Building relationships	Mastery
Patient and consumer care	Mastery
Working safely	Consolidation
Utilising resources effectively	Consolidation
Innovation, continuous improvement and patient safety	Consolidation
Adaptability and resilience	Mastery
Integrity and ethics	Mastery
Delivering results	Consolidation
Analysis and judgement	Mastery
Developing and managing skills and knowledge	Mastery

Health, Safety and Wellbeing

The RMH aims to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors to the RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;
- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

The RMH Key Performance Indicators

RMH employees are measured through successful:

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in the RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;



- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

Clinical Governance Framework

RMH employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- Fulfilling roles and responsibilities as outlined in the Clinical Governance Framework;
- Acting in accordance with all safety, quality and improvement policies and procedures;
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation;
- Working in partnership with consumers and patients and where applicable their carers and families;
- Complying with all relevant standards and legislative requirements;
- Complying with all clinical and/or competency standards and requirements and ensuring you operate within your scope of practice and seek help when needed.

Equal Opportunity Employer

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.



Acceptance

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please PRINT IN CAPITALS)

Date (day/month/year)