



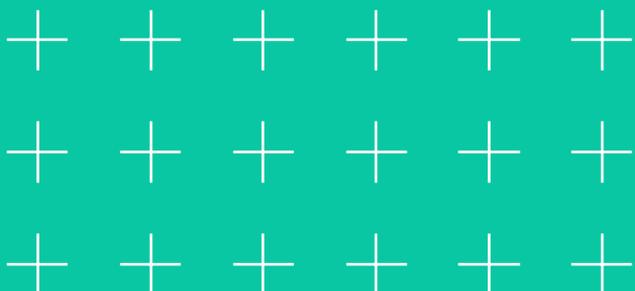
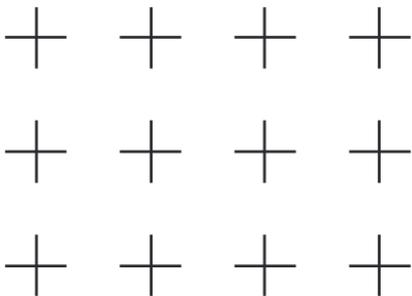
The Royal  
Melbourne  
Hospital

origen

Advancing  
health  
for everyone,  
everyday.

Could this be you?

Join The Royal  
Melbourne  
Hospital Team



Position Description

Senior Nurse - Early Psychosis

## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

## 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 SUMMARY

The Early Psychosis Stream (EPPIC and PACE) Senior Nurse is a key leadership position within Orygen specialist Program.

The Senior Nurse is responsible for the provision of clinical leadership, management, training and supervision of a multidisciplinary team specialising in the provision of comprehensive case management and psychological therapy to young people attending this Clinical Stream. These young people are at risk of developing a psychotic illness or experiencing a first episode of psychosis and may also present with a range of co-morbid mental health issues.

The Senior Nurse will function autonomously as well as work collaboratively with the Continuing Care Team Coordinator, Clinical Stream Lead and Deputy Clinical Specialist, to plan and develop services for these young people and their families which are consistent with best practice standards and evidence-based care, and are in line with the strategic direction and vision for OSP.

The Senior Nurse will be a knowledge resource for the psychiatric nursing specialty and will contribute to the development of clinical nursing practice policies and guidelines within the outpatient programs in collaboration with other key nursing positions in the organisation. In particular, this role will provide coordination and support to the Early Psychosis clinicians in regards to depot medication and the identification and monitoring of clients being treated with Clopine and will provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.

The role involves provision of direct clinical care to young people and their families/carers for a limited caseload, at the level of a senior clinician with experience working with young people with serious mental illness. There will be an expectation of high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines, including comprehensive mental health and dual-diagnosis assessments, development of formulations and individual service plans, risk management and delivery of individual, family and systemic treatment interventions.

This role will support all aspects of Early Psychosis including intake and client allocation, clinical review and quality assurance processes, supervision of staff, business and professional development meetings and contribute to the development and maintenance of community partnerships with key external stakeholders, developing effective interfaces within OYH clinical streams and OYH programs, as well as facilitating relevant research activities.

The Senior Nurse will also have responsibility for one or more key clinical specialist portfolios such as Dual Diagnosis, Physical Health, Ultra High Risk and Family Violence and Diversity, supporting the Clinical Stream Leader, satellite clinic coordination, specialist family interventions and or clinical review meeting chairperson.

The Senior Nurse may be required to provide interventions to clients from a range of Clinical Streams and spend time working within other programs such as the Youth Access Team or the Outreach team. The service operates over a number of sites and staff may be required to work from these and be based at one or more sites, including, Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment.

## KEY ACCOUNTABILITIES

- Provide strategic clinical leadership and direction in development of a comprehensive service delivery model for the Clinical Stream interventions across the Continuing Care Teams and the OSP Clinical Programs more broadly, in consultation with the Continuing Care Coordinator and the Clinical Stream Leader
- Be a knowledge resource for the psychiatric nursing specialty, and will contribute to the development of clinical nursing practice policies and guidelines within
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and

the outpatient programs in collaboration with other key nursing positions in the organisation, Orygen Youth Health and NWMH.

- Ensure clinical processes are effectively managed, including; allocation of clients, critical incident responses, clinical review, discharges, business and team meetings in consultation with the Continuing Care Team Coordinator and the Clinical Stream Leader
  - Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the client/carers/system
  - Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
  - Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice
  - Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
  - Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and contact sheets
  - Provision of case management or family work to selected clients and associated documentation
  - Attendance at clinical review meetings
  - Manage clinical risk and actively work toward implementing risk reduction strategies
  - Comply with Safety & Service Improvement / Quality Management policies and procedures
  - Take reasonable care for your safety and wellbeing and that of others.
  - Work in your scope of practice and seek help where required.
  - Work in partnership with consumers, patients and where applicable carers and families.
  - Work collaboratively with colleagues across all RMH teams.
  - Continue to learn through mandatory training and other learning activities.
  - Seek feedback on your work including participation in annual performance discussion.
- Alcohol services, Youth Justice and primary care providers.
  - Participate in ongoing service improvement initiatives and activities.
  - Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
  - Collaborate with and receive support from the Senior Nurse Consultant OSP-CP in the development and implementation of this role.
  - Provide co-ordination and support to the clinicians in regards to depot medication, including: assisting in the administration of depot medication; stocking of medications and liaising with NWMH and community pharmacies.
  - Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
  - Be responsible for or provide support to the Clopine/TREAT Co-ordinator if available, to develop and implement processes which will: identify clients who are appropriate for Clopine; support the clinical treatment of these clients; and monitor the clinical progress of clients commenced on Clopine.
  - Ensure direct reports receive regular feedback and participate in annual discussions.
  - Contribute to organisation-wide and service/division initiatives and planning activities.
  - Ensure training needs of direct reports are identified and undertaken.
  - Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
  - Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
  - Speak up for safety, our values and wellbeing.
  - Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.

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## KEY RELATIONSHIPS

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#### Internal

- Coordinator CCT Region B
- Early Psychosis Clinical Stream Lead
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD and HYPE Clinical Streams, Psychosocial program, Youth Access Team, and Inpatient Unit

#### External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

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## KEY SELECTION CRITERIA

### Formal Qualifications:

#### *Registered Psychiatric Nurses:*

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

### Essential:

- A minimum of 5 years' previous experience in nursing practice within the mental health field, including young people experiencing mental health disorders
- Comprehensive expertise in the provision of mental health services to young people with severe mental health issues and is expected to provide psychological treatment and case management to a caseload of clients.
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients  
Knowledge of the rationale and evidence for early intervention in mental illness
- Ability to work collaboratively and effectively with young people and their families
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, PDRSs and so on
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation
- Ability to work independently and effectively within a multidisciplinary team
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients
- Ability to document care as required and comply with expectations for data collection e.g. contacts
- Willingness to work from a community-based site and across multiple sites if required
- A current Victorian driver's licence
- A satisfactory National Police Check



- A Working with Children check
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

**Desirable:**

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN)
- A working knowledge of community-based organisations and human services organisations
- Computer and keyboard skills
- Commitment to the development of integrated clinical research within the service
- Understanding of the Children & Young Person's Act, Mental Health Act 1986 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (such as Victorian Mental Health Reform Strategy, National Standards for Mental Health Services)
- The incumbent may be required to perform other duties as directed.

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**KEY PERFORMANCE INDICATORS**

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

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**AT THE RMH WE:**

- Aim 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.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

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**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.

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Employee Signature



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Employee Name (please print)

/ /

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Date

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