

Position Description

Registered Nurse

Our Vision	Safe and secure foundations for babies, toddlers and families
Our Role	We work with babies, toddlers and their families to nurture health and wellbeing through a range of early parenting programs and supports, and driving sector improvement through research, education and advocacy.
Our Values	Connection, Curiosity, Respect and Courage

We acknowledge the Traditional Custodians of the lands on which we work, live and play. We pay our respects to traditional owners' past, present. We acknowledge the ongoing connection that First Nations peoples have to lands, waterways and communities and recognise the importance of babies toddlers and children being connected to culture and kinship.

Introduction:

Tweddle Child & Family Health Service (Tweddle) is a specialist public hospital operating as an Early Parenting Centre (EPC) with the main sites located in Footscray and Wyndham, and additional outreach services in the Barwon region. We offer a range of early parenting programs - site based and in the community (including clients' homes) - to families who are experiencing difficulties with parenting their children up to the age of four. We deliver training and professional education on early parenting and participate in research with our academic partners. Babies, toddlers and children are at the heart of everything we do.

As a Child Safe Organisation all staff are expected to promote the safety, wellbeing and inclusion of all children. The responsibility for children's safety and protection is embedded within the organizational culture and reflected in policies and practices. Tweddle ensures that all staff members fulfil their legal obligations to respond and report any suspected incidence of child abuse.

More information is available at: www.tweddle.org.au

Position Summary:

Registered Nurses are accountable for managing the delivery of early parenting services. The position will ensure effective and efficient utilisation of resources in the provision and delivery of high-quality parenting service to mothers, fathers, parents, carers, families and their children and deliver early parenting programs that meet staff, client and stakeholders' objectives.

This position is a vital nursing position that involves working closely with the Nurse Unit Manager, providing exceptional client care, undertaking mentoring and coaching by providing advice, clinical guidance, training & support to staff, supervision of staff, client allocation and project work to improve the client experience. The position will ensure high quality care is provided in accordance with the professional standards of nursing, midwifery and statutory requirements and the Tweddle Family Partnership Model and Early parenting Centers Practice Framework

In line with the Registered Nurse Standards for practice the Registered Nurse may provides delegation, supervision and support to Early Parenting Practitioners (EPPs).

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Position Details:

Agreement: Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028

Reports to: Residential Unit Manager

Key Requirements

Essential Criteria	
• Holds current registration with AHPRA as a Registered Nurse (Division 1) • 12 months experience as a Registered Nurse • A background of working in partnership with mothers, fathers, parents, carers, families, babies, toddlers and other children • Some clinical knowledge in the health and family services sector • Ability to make decisions and recommendations in line with delegated authority • Ability to work safely and independently within scope of practice • Ability to work effectively within a multidisciplinary team	• Current Working with Children Check • Consent to undertake National Police Record Check • Current Australian Work Rights • Evidence of up-to-date immunisation schedule
Desired Criteria	
▪ Experience in working with mothers, fathers, parents, carers, families, babies, toddlers and their other children who have multiple and complex issues including relationship difficulties. • Experience in paediatric, neonatal or mental health nursing highly desired. Key skills, experience and competencies required across the Early Parenting Centre workforce include: - child-centered, family focused practice - child development, growth and health - working with disadvantage and families experiencing a period of vulnerability - motivating interviews, adult capacity building and behavior change - infant, child and adult mental health - trauma-informed practice - family partnership - child health promotion and prevention	• Experience in working with families experiencing multiple and complex issues • An understanding of, or ability to identify, the range of services available in the community sector to support families • An understanding of the importance of reflective practice. • A positive and “can do” approach to work • A high level of self-awareness / understanding of self • Resourcefulness • Knowledge of infant mental health and attachment. • Understanding of Statewide EPC model of care, Safer Children Framework • Current Victorian Driver’s License

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Key Position Objectives:

Clinical role

- Provide high quality child-centered, family-focused care and support to vulnerable families and their children 0-4 years who are referred to Tweddle programs for support. This includes working from a relationships and Family Partnership Model approach and having an understanding of the inherent strengths and resilience of families.
- Ability to work with families from diverse backgrounds in a respectful and culturally sensitive manner, recognising different parenting practices and the need for a flexible and innovative approach to parenting support.
- Conduct comprehensive assessments to meet the complex care needs of children and families experiencing vulnerability including goal setting, interventions and exit planning.
- Ability to work in collaboration and negotiate with key stakeholders (in particular families) to ensure complex care needs are effectively identified and translated into individual tailored care planning and interventions to address issues or concerns.
- Ability to work with families within a multidisciplinary team to build the capacity of parents to meet the child's health, safety and developmental needs, and to build self-resilience through linkages to community and health supports to meet complex family needs and circumstances.
- Assist parents in learning to care for themselves as parents and their young children, including establishment and maintenance of feed, play, sleep, hygiene and age appropriate behavior responses.
- Establish and maintain an effective supportive, safe flexible and welcoming learning environment for children and their parents.
- Ensure that client rights and needs are being met.
- Contribute to and maintain high quality documentation. This includes obtaining input from families together with other key stakeholders, as part of Tweddle's documentation requirements, the Research and Evaluation framework and developments associated with the Statewide EPC Outcomes Framework.
- Maintain open communication with colleagues and other areas of Tweddle to ensure successful operation of Tweddle programs.
- Identify where care may be impacting safety of a child
- Ensure that open communication occurs about the needs of mothers, fathers, parents, carers, families, babies, toddlers and their other children within the team and where appropriate across the organisation.
- Undertake comprehensive clinical and mental health assessments, identifying health, developmental and psychosocial needs.
- Identify and manage clinical and psychosocial risk, including suicide and self-harm risk, with appropriate escalation and follow-up.
- Provide evidence-based infant feeding, sleep and settling support tailored to individual family needs.
- Respond to clinical emergencies and deterioration, including appropriate escalation and emergency management.
- Contribute to clinical governance, risk management, quality improvement and safe clinical practice.
- Maintain accurate clinical documentation and provide effective clinical handover.
- Provide occasional after-hours clinical and leadership support as required

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Team work

- Provide support to other team members to maintain service delivery where there are competing demands on time and resources.
- Proactive stewardship and use of resources
- Contribute to a positive workplace and a culture of learning.
brings a solutions- orientated perspective to problems and a “can do” manner
- Communicate effectively and adaptively within the team

Resource Management

- Contributes to the development and production of resource materials to support services where appropriate.

Networking and Service Navigation

- Promote Tweddle services in partnership, network and sector activities.
- Maintain knowledge of the range of health and community supports available to assist a family.

Reflective Practice

- Provide parenting support for families that align with clinical reflective practice approaches.
- Participate in reflective group sessions and individual reflective practice

Professional Development

- Maintain professional knowledge base and attend relevant conferences, study days, formal study and/or readings.
- Participate in the Performance and Development Review process.

Quality and Risk

- Be accountable for high quality service provision ensuring positive experiences for families and optimal outcomes
- Maintain a safe environment for clients, self and other staff. This includes active contribution to a systems approach to minimise clinical risk and improve the safety of care.
- Apply the principles of Person Centred care – respect and dignity, information sharing, participation and collaboration.
- Report risks identified in a timely manner and support reducing risk recurrence by implementing preventable improvement strategies.
- Provide leadership and work in accordance with the NSQHS Standards.

Occupational Health and Safety

- Ensure staff and clients operate in a safe environment.
- Commit to own self-care and to building resilience.
- Maintain knowledge of Tweddle’s Occupational Health and Safety (OHS) policies and procedures.
- Utilise RiskMan to report incidents and near-misses and complete all fields

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General

- Actively participate in relevant meetings and forums.
- Perform your role and responsibilities in accordance with the Tweddle values.
- Work weekends and evenings as needed. There may also be a requirement to work across other clinical and community areas.
- Work within and contribute to the EPC Statewide Model of Care, policies and procedures and guidelines.
- Identify service improvement opportunities
- Tweddle services close down for the period of Christmas/New Year, and it is encouraged that all relevant staff take annual leave at this time.
- Please note that this position description may be modified to suit organisational demands.
- Ensure cultural competency by building and respecting client values
- Work across Wyndham and Footscray sites

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