



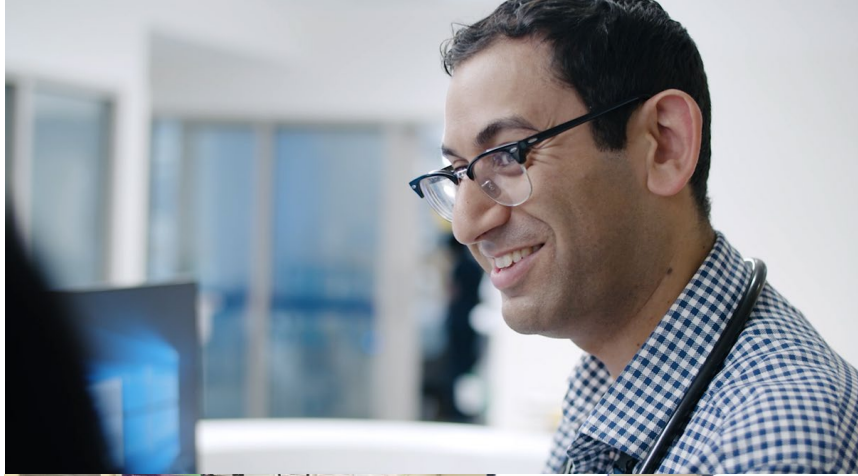
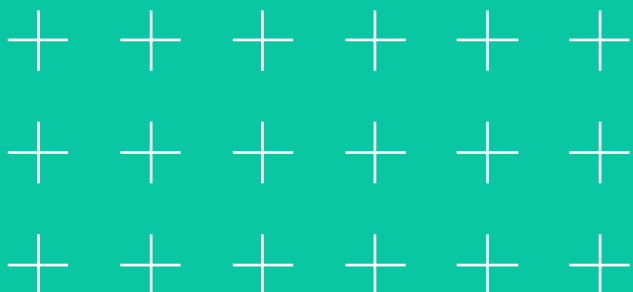
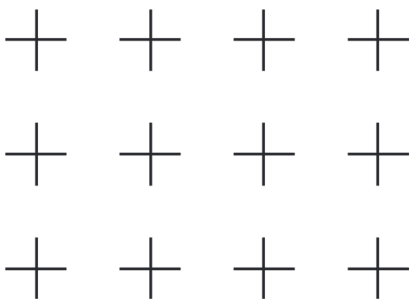
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Graduate Mental Health Nurse, RPN2

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 Description

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|------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Position Title: | Graduate Mental Health Nurse, RPN2 |
| Service: | Orygen Specialist Program |
| Location: | Various Orygen sites |
| Reports To: | Operationally: to the Nurse Unit Manager Professionally: to the Graduate Coordinator and Senior Mental Health Nurse |
| Enterprise Agreement: | Victorian Public Mental Health Services Enterprise Agreement 2020–2024 |
| Classification: | Registered Psychiatric Nurse Grade 2 (NP11-NP22) |
| Immunisation Risk Category: | Category A |
| Date of Review: | April 2023 |

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates five primary mental health care headspace services in the catchment area.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at ‘ultra-high risk’ of psychosis), mood disorders, and personality disorders; and also manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and 20-bed YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

Orygen highly values responsive services for youth in the western and north-western region of Melbourne. Orygen programs are to be guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

DEPARTMENT DESCRIPTION

Victoria's mental health services are undergoing generational system reform to enable better service delivery and outcomes for all Victorians. As such, youth mental health services are being reformed. Orygen Specialist Program is currently under the governance of North-western Mental Health (NWMH), Royal Melbourne Hospital and will transition to Orygen in September 2023. This transition and unification process will see Orygen become a designated mental health service. A key priority of the reform agenda is to build the mental health workforce

of the future. Victoria's Mental Health Workforce Strategy 2021-2024 aims to achieve this through record investment.

Orygen is committed to supporting and developing the nursing workforce to meet the needs of the young people, their families and support systems. Orygen's emerging Mental Health Nursing Learning and Development team seeks to address the professional development of the specialist youth mental health nursing workforce.

POSITION SUMMARY

The Orygen Graduate Mental Health Nurse Program is a 2-year program designed to support graduate nurses in the clinical area and to provide opportunities for consolidation of theory and refinement of clinical skills. The program consists of clinical and theoretical components which include those areas defined as major practice requirements for beginning practitioners at Orygen Specialist Program. The program supports graduates to achieve their postgraduate qualification in year 2 of the program.

As a Graduate Nurse you are an integral member of the multidisciplinary team who delivers clinical excellence to young people, their families and support systems. You understand the importance of providing nursing care which focuses on the best possible outcomes for young people. Your interactions with young people, their families and supporters are guided by the organisation's values of patient centred care, trust and respect in an environment which continuously identifies opportunities for improving the quality of care.

KEY ACCOUNTABILITIES

- As a Graduate/ Postgraduate Mental Health Nurse participate in the clinical and academic program and ensure all practicum and theoretical assignments are completed to a satisfactory standard throughout the 2-year program.
- Ensure you participate in the Clinical Supervision program with monthly attendance at individual or group Clinical Supervision sessions.
- Ensure you complete all organisational and discipline related competencies as they are due.
- Ensure you attend all the set study days and allocated program activities.
- Promote and participate in nursing research and its application to nursing practice.
- Recognise and work within your scope of practice and seek help where required from the preceptor/ nursing lead or graduate coordinator.
- Recognise the Registered Nurse responsibilities for delegation of nursing care.
- Assume responsibility and accountability for any delegated activities to an Enrolled Nurse. The RN will also demonstrate an understanding of the scope of practice of the Enrolled Nurse when delegating and allocating nursing activities.
- Contribute to the development of all staff including nursing students and new or casual staff to the area.
- Work in partnership with young people, their families and supporters.
- Provide discipline specific values and perspective within the multidisciplinary team.
- Ensure high standards of clinical care that are congruent with Orygen aims – client focused, accessible, responsive and consistent with best practice.
- Provide clinical assessments, intervention and treatments for young people from a range of presentations that are consistent with the standard expected of a graduate/ postgraduate nurse.
- Recognise changes and deterioration in a young people's presentation and takes the necessary action to intervene and escalate accordingly. Accurately and concisely documents course of action in the medical record.
- Ensures documentation is accurate, clear, concise and reflective of the young person's mental, physical and risk state, care planning and interventions for the young person and their family/ supporters, risk reduction strategies, use of medication and discharge planning.
- Supports and facilitates informed decision making with young people their families and supporters into care planning.
- Attendance and presentation at clinical meetings.
- Manage clinical risk and actively work toward implementing risk reduction strategies.
- Comply with quality improvement initiatives.

- Work collaboratively with colleagues across Orygen teams and all relevant RMH teams.
- Take reasonable care for your safety and wellbeing and that of others.
- Seek feedback on your work including participation in biannual performance discussion with operational manager and graduate coordinator.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Abide by organisational Policies and Procedures.
- 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.

KEY RELATIONSHIPS

Internal

- Clinical Nurse Consultant – Graduate Mental Health Nurse Coordinator
- Orygen Senior Mental Health Nurse
- Nurse Unit Manager/ Nursing Operational Lead
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; HOPE; Orygen Recovery; FYMHS. And Headspace Centres.

External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers
- University partners/ Tertiary sector.

KEY SELECTION CRITERIA

Formal Qualifications

- Bachelor Degree in Nursing
- Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.

Essential:

- An understanding of assessment, clinical reasoning, critical thinking, problem solving, organisational and prioritisation skills
- Demonstrated record of safe and appropriate clinical practice with sound risk and mental state assessment skills.
- Demonstrated record of safe medication administration.
- Demonstrated ability to practice collaboratively and work effectively as part of the multidisciplinary team.
- Demonstrated provision of high-quality care
- Ability to manage time and deliver tasks within the allocated time frame.
- Ability to meet all the hurdle requirements of the two-year graduate program, including all assessments, clinical practicum and clinical supervision.
- Ability to work collaboratively and effectively with young people and their families and supporters.

- Ability to document care as required and comply with expectations for data collection e.g. contacts
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by the Nursing and Midwifery Board of Australia or other applicable Acts.
- A Working with Children Check
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

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

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.

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)

/ /



Date
