

Position Description

Position title	Senior Mental Health Nurse- HOPE
Department / Division	Division of Medicine / Mental Health
Classification	Grade 4 Registered Psychiatric Nurse (NP75-77)
Position reports to	Operational: Site and Team Coordinator Professional: Senior Psychiatric Nurse
No. of direct & indirect reports	Not applicable
Location	Royal Children's Hospital, Travancore Site
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive.*

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The RCH's Infant, Child and Family Area Mental Health and Wellbeing Service (RCH Mental Health) Child Hospital Outreach Post-suicidal Engagement (C&Y HOPE) program is a new program which will provide tailored holistic support to children ages 5 to 11 years old who are experiencing deliberate self-harm, suicidal thoughts and attempts

who reside within the North and West Metropolitan Area of Melbourne, as well as their families/ care systems. The program aims to provide psychosocial and clinical support to children, young people and their families/carers for up to 3 months to address factors that may have contributed to the child/young person presenting with deliberate self-harm and/or suicidal thoughts and attempts. The program would initially work closely and form partnerships with the RCH emergency department, the many departments and teams within RCH Mental Health as well as external mental health care providers.

ROLE PURPOSE

The Mental Health Clinician will participate in clinical assessments, formulation and care planning with other child HOPE program staff. They will also provide time limited, evidence-based child and youth focused individual interventions (such as Cognitive Behavioural Therapy for suicide, Mentalisation Based Therapy, Play and Art based approaches) as well as skill building therapies to address difficulties with emotional regulation and social challenges for children seen through the HOPE program. This role works alongside other members of the child HOPE program including the Program Clinical Lead, Lived Experience Peer workers, Speech Pathologist and the Family Intervention Clinician to best support the child and family.

The Senior Community Mental Health Nurse forms part of the leadership team providing high quality clinical supervision, driving quality improvement and service development initiatives, and providing clinical and operational support in the absence of the Team Coordinator.

KEY ACCOUNTABILITIES

Clinical practice

- Effectively manage a complex and varied caseload by providing high level clinical care including thorough and responsive assessment, collaborative recovery care plans, high quality therapeutic interventions, and well-coordinated discharge
- Purposefully and expertly engage infants, children, young people and their families in evidence-based, recovery focused care, including mental health promotion and prevention.
- Provide high level of clinical expertise with independent decision making, providing advocacy and guidance within the MDT and across the department
- Manage a caseload according to service standards by providing high quality clinical care including assessment, collaborative Individual Treatment Planning, providing high quality therapeutic care, and well-planned discharge.
- Provide care through outreach, visits to education settings, community settings, etc. as clinically necessary.
- Work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care.
- Apply verbal communication and interpersonal skills to interact with clients, colleagues, and stakeholders.
- Maintain clinical documentation records as per RCH policies, procedures, and guidelines and Registered Nurse Standards for Practice.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support the team to meet KPI obligations.
- Demonstrate expert understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Highly developed organisational and planning skills with ability to prioritise workload and competing demands.
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- Work within legal and ethical obligations to provide family focussed care.
- Demonstrate a commitment to culturally safe and sensitive nursing care.
- Provide support to junior nursing staff with respect to decision-making and care planning
- Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role

Optimising health systems

- Provide child-centred, family focused care through partnership with families and carers
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms.
- Work in collaboration with the multidisciplinary team
- Build and maintain relationships with key stakeholders, both internal and external, including health, education, and community services Support others to review, reflect on and evaluate their own practice
- Provide effective supervision to junior and less experienced clinicians.
- Meet CPD requirements of as per AHPRA
- Support adherence to procedures and regulatory standards set by the Royal Children's Hospital, Australian Commission on Safety and Quality and the Nursing and Midwifery Board of Australia
- Collaborate with multidisciplinary teams to streamline processes and enhance patient outcomes
- Maintain accurate records of client contact through Electronic Medical Record (EMR) system and record contact hours
- Maintain data collection for Activity Based Funding (ABF) as per departmental guidelines and RCH procedures

Education

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Facilitate the professional development of nurses and other colleagues through role modelling, mentoring, and coaching
- Maintain currency with evidence-based nursing practices, research findings, and educational resources
- Facilitate reflective practice with individual colleagues and in group sessions in the multidisciplinary team to promote enhanced learning and contemporary professional practice.
- Participate in teaching, both internally and externally

Research and improvement

- Monitor and evaluate clinical practice and implement changes to enhance patient outcomes in collaboration with the multidisciplinary team
- Contribute to the integration of nursing research findings into clinical practice, promoting a culture of evidence-based care
- Contribute to quality by identifying areas for improvement and participating in incident management
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning.
- Lead and contribute to improvements in departmental management and function.
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to the clinical role.

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework.

Professional leadership

- Provide strong leadership, guidance, and support to junior staff, promoting a positive and collaborative culture
- Promote teamwork, collaboration, and effective communication among the team, encouraging a supportive and respectful work environment
- Collaborate with the site and team coordinator and other leaders to develop and implement initiatives that align with RCH strategic plan and organisational priorities
- Act as a positive role model and uphold professional conduct
- Recognise issues that may lead to conflict, and constructively addresses issues as they arise
- Provide clinical and operational leadership as directed by the Site and Team Coordinator in their absence.

QUALIFICATIONS AND EXPERIENCE

Essential

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- A postgraduate diploma in psychiatric/mental health nursing or completion of a specialist undergraduate Mental Health Nursing program or a specialist post basic course of training which led to registration as a Division 3 Nurse.
- Relevant clinical experience
- Demonstrated commitment to ongoing personal and professional development, as evidenced by a Continuing Professional Development (CPD) record or Professional Practice Portfolio (PPP)
- Proven capacity for clinical leadership in a team environment and ability to work as a senior team member
- Experience in providing quality clinical/professional supervision to staff and students
- Minimum of 5 years post-registration experience in mental health nursing

Desirable

- Clinical experience in a tertiary mental health setting
- Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for infants and children experiencing complex mental health problems
- Experience in supervising junior nursing staff and students
- Understanding of the healthcare sector and / or child development
- Completion of the Developmental Psychiatry Course (DPC)
- Experience in providing dyadic work or family based interventions
- Qualification in evidence-based parent or family interventions for suicide and self-harm.

KEY SELECTION CRITERIA

- Extensive clinical nursing skills and experience in the provision of effective and efficient child and adolescent triage, assessment and mental health care
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service. coordination and cooperation as well as secondary consultation and capacity building with community agencies
- Demonstrated interest or experience in research, quality improvement and program evaluation
- Background in evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrate awareness and understanding of legal obligations when working in a CAMHS context in Victoria
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in



QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

June 2026