

## Position Description

<b>Position title</b>	Mental Health Graduate Registered Nurse – Mental Health Graduate Nurse Program (MHGNP)
<b>Department / Division</b>	Banksia Ward / Medicine
<b>Classification</b>	Registered Mental Health Nurse
<b>Position reports to</b>	Grade 2 Year 1
<b>No. of direct &amp; indirect reports</b>	(NP11)
<b>Location</b>	Nurse Unit Manager
<b>Risk category</b>	n/a

<p><b>The Royal Children's Hospital</b></p> <p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</p> <p>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.</p> <p>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.</p> <p>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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>
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<p><b>ROLE CONTEXT</b></p> <p>The Mental Health Graduate Nurse Program establishes a supported and structured pathway into Mental Health Nursing. Within this role, graduates will be engaged in theoretical and practical learning, alongside a multi-disciplinary team of specialist mental health clinicians.</p>
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<p><b>ROLE PURPOSE</b></p>
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A RCH Mental Health Graduate Registered Nurse is responsible for ensuring that clinical practice and delivery of care is consistent with RCH and Nursing and Midwifery Board of Australia standards. You will be responsible for providing comprehensive, safe, evidence-based practice across a range of contexts, to facilitate optimal health outcomes; performing self-assessment of scope of practice and competence related to assigned responsibilities as discussed with the care delivery team; retaining responsibility for individual actions and accountability for care provided. The Graduate Mental Health Nurse Program is part of a learning culture within the Banksia ward, and as such you will be required to attend and actively participate in all education, training, and clinical supervision opportunities.

## KEY ACCOUNTABILITIES

### Direct Comprehensive Care

- Fulfil duty of care while understanding and practicing within own scope of practice in accordance with Nursing and Midwifery Board of Australia guidelines
- Integrates nursing and health care knowledge, skills and attitudes to provide safe and effective care
- Conducts a comprehensive and systematic nursing assessment to improve the quality of nursing care
- Uses a range of assessment techniques to collect relevant and accurate data
- Ability to establish, maintain and appropriately conclude therapeutic relationships
- Determines agreed priorities for resolving health needs of individuals/groups
- Provision and implementation of quality clinical perioperative care
- Prioritises workload based on the individuals / group's needs, acuity and optimal time for intervention
- Plans for continuity of care to achieve expected outcomes

### Support of Systems

- Utilise EMR and RCH IT program to document and record nursing activity
- Participates in quality improvement activities
- Plans nursing care in consultation with individuals/groups, significant others and the interdisciplinary health care team

### Education

- Participates in professional development to enhance nursing practice

### Research

- Uses best available evidence, standards, and guidelines to evaluate nursing performance
- Demonstrates analytical skills in accessing and evaluating health information and research evidence

### Professional Leadership

- Practises in accordance with legislation affecting nursing practice & health care
- Practises within a professional & ethical nursing framework
- Development of self & other

## QUALIFICATIONS AND EXPERIENCE

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)

- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)

#### KEY SELECTION CRITERIA

- Excellent interpersonal and communications skills
- Demonstrated ability to work within a multidisciplinary team and autonomously as necessary
- Demonstrate excellent time management and organisational skills
- Proven ability to work independently and demonstrated initiative in performing duties
- Ability to work well under pressure and be flexible to changing priorities and environment

#### 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

May 2026