

Position Description

Position title	Enrolled Mental Health Nurse
Department / Division	Nursing and Administrative Workforce
Classification	Psychiatric Enrolled Nurse Level 2
Position reports to	Nurse Manager, Nursing & Administrative Workforce
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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 https://www.rch.org.au/quality/child-safety/.</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 www.rch.org.au</p>

ROLE CONTEXT
<p>The Casual Enrolled Mental Health Nurse will be employed within the Nursing & Administrative Workforce team, and will work across the acute in-patient mental health unit (Banksia) and the adolescent inpatient ward (Kelpie) and from time to time provide psychiatric nurse specialising to patients within the medical and surgical wards and the emergency department on a casual basis.</p>

ROLE PURPOSE
<p>As a casual Enrolled Mental Health Nurse you will be responsible for ensuring that clinical practice and delivery of care is consistent with RCH and Nursing 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.</p>

An Enrolled Mental Health Nurse works under the broad direction of professional staff and Registered Mental Health Nurses, assist in the provision and maintenance of the therapeutic milieu through a high level of communication, provision of programming, structure and limits, to meet the needs of the adolescent consumer group.

KEY ACCOUNTABILITIES

Professional Practice

- Fulfil duty of care by practicing within scope of practice in accordance with Australian Nursing & Midwifery Council guidelines
- Integrate nursing and mental health care knowledge and skills to provide safe and effective care
- Utilise patient IT systems to document and record nursing activity

Collaborative and Therapeutic Practice

- Plan mental health care in consultation with multidisciplinary health care team
- Establish, maintain and appropriately conclude therapeutic relationships
- Determine, in consultation with others as necessary, priorities for resolving mental health needs of individuals
- Plan for continuity of care to achieve expected outcomes
- Prioritise workload based on individual needs, acuity and optimal time for intervention

Provision and Coordination of Care

- Participate in quality improvement activities
- Conduct comprehensive and systematic nursing assessments to improve the quality of nursing care
- Use a range of assessment techniques to collect relevant and accurate data

Research, Critical Thinking and Analysis

Use best available evidence, standards and guidelines to evaluate nursing performance

- Participate, demonstrate analytical skills to access, and evaluate health information and research evidence.
- Promotes a culture of continuous quality service improvement within the ward and participates in activities designed to improve standards of service and practice.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as an Enrolled 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).
- Recent clinical experience within an acute mental health care setting

Other Requirements:

- Clinical experience within a child and adolescent or youth mental health care setting

KEY SELECTION CRITERIA

- Well-developed interpersonal and communication skills both written and verbal.
- Demonstrated ability to work within a multidisciplinary team and autonomously as required.
- Effective 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	
<ul style="list-style-type: none"> 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	
<p>All employees are required to adhere to the Royal Children's Hospital Values:</p> <ul style="list-style-type: none"> 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 <p>RCH COMPACT</p> <p>All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.</p> <ul style="list-style-type: none"> 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 <p>QUALITY, SAFETY AND IMPROVEMENT</p> <p>RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:</p> <ul style="list-style-type: none"> 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 <p>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 LGBTIQ community and people with disability.</p>	
Position description last updated	June 2025