

## Position Description

<b>Position Title</b>	Registered Nurse (Transition to Specialty Practice Mental Health)		
<b>Department / Division</b>	Banksia Ward / Division of Clinical Operations		
<b>Classification</b>	RN: Grade 2 Year 2 – Grade 2 Year 8	<b>Employment Status</b>	Fixed term (12months – 1.0EFT)
<b>Position reports to</b>	Operational: Nurse Unit Manager Professional: Nurse Unit Manager		
<b>No of direct &amp; indirect reports</b>	N/A		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

### The Royal Children's Hospital

The Royal Children's Hospital (RCH) has cared for the children and young people of Victoria since it was founded in 1870. As a tertiary and quaternary centre, the RCH cares for the most critically ill and medically complex paediatric patients in Victoria. In addition to providing a full range of clinical services, the hospital also supports many health promotion and prevention programs. With more than 6,000 staff, 12 wards and 350 beds, the RCH is the major specialist paediatric hospital in Victoria, and also provides care for children and young people from Tasmania, southern New South Wales and other states around Australia and overseas.

We are the state's busiest paediatric Emergency Department, often experiencing more than 300 presentations on any given day. The RCH is committed to working with health services across the state and plays a significant role in many critical state and nationwide services. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time, for the benefit of all Victorian children. The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

In April 2016, the RCH became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). RCH has a strong focus on supporting the successful delivery of the Parkville Connecting Care program – a shared EMR with the Royal Women's Hospital, The Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

The RCH is located within the Melbourne Biomedical Precinct, which is home to more than 45 world-class biomedical organisations, with collectively more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region.

Further information on the RCH including the new RCH Strategic Plan 2019-21 Great Care, Everywhere is available at [www.rch.org.au](http://www.rch.org.au)

### ROLE PURPOSE

The Transition to Specialty Practice (Mental Health) Program based at the Royal Children's Hospital – Banksia Ward, provides Registered Nurses with the opportunity to develop required knowledge, skills and attitude aligning with the RCH vision and values; striving for better mental health and wellbeing for adolescents, families/carers and communities.

A RCH Registered Nurse is responsible for ensuring that clinical practice and delivery of care is consistent with RCH and Australian Nurses and Midwifery Council 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 Royal Children's Hospital Transition to Specialty Practice (Mental Health) Program will require participation in, and completion of all aspects of the RCH – TSPMH Program, including:

- Undertaking an approved Post Graduate qualification in the area of Mental Health Nursing.
- Developed competency of trauma informed care, recovery oriented practice, therapeutic use of self and least restrictive practice approaches.

## KEY ACCOUNTABILITIES

### Direct Comprehensive Care

- Fulfil duty of care while understanding and practicing within own scope of practice in accordance with Australian Nursing and Midwifery Council 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.
- Work collaboratively with consumers to undertake mental state, risk assessment and care/treatment planning with multidisciplinary team and the young person's support system.
- 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.
- Prioritises workload based on the individuals/group's needs, acuity and optimal time for intervention.
- Plans for continuity of care to achieve expected outcomes.
- Practices within a contemporary, recovery focused and trauma informed framework, proactively enhancing consumer access to community and specialist team services.

### Support of Systems

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

### Education

- Participates in professional development to enhance nursing practice aligned with expectation of the RCH-TSPMH Program under guidance of Mental Health Education Team.
- Maintains own knowledge of evidence based practice and updates own knowledge and skills accordingly, (CPD portfolio)

### Research

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

### Professional Leadership

- Practises in accordance with legislation affecting nursing practice and health care. Practises within a professional and ethical nursing framework.

## 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)
- Minimum of 12 months clinical experience or completion of a graduate nurse program.
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional practice Portfolio.

### 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's Check throughout their employment
- A current, full drivers 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.

#### 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.

#### IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

#### 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

Nov 2021