

Position Description

| | |
|----------------------------------|--|
| Position title | Psychiatric Nurse Consultant |
| Department / Division | Division of Medicine (Mental Health) |
| Classification | RPN5 (NP51) |
| Position reports to | Senior Psychiatric Nurse |
| No. of direct & indirect reports | n/a |
| 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 <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 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 |
| The Psychiatric Nurse Consultant (PNC) role sits within the Mental Health Division of the Royal Children's Hospital and forms a vital part of the Mental Health Leadership Team. This role aims strengthen clinical expertise, enhance the quality of nursing practice, and support the delivery of evidence-based, recovery-oriented care across both inpatient and community settings. |

| |
|---|
| ROLE PURPOSE |
| The primary purpose of this role is to provide educational leadership and guidance to support the development of knowledge and skills among all nursing staff. This position is responsible for establishing and maintaining state- |

of-the-art child and adolescent mental health nursing knowledge within the Banksia and community nursing teams. It also serves as a role model for staff by setting and clearly communicating expectations regarding clinical standards and professional behaviour in nursing practice.

The position requires regular consultation with the Nurse Unit Manager of Banksia ward, the Senior Psychiatric Nurse, and clinical leaders in Mental Health to ensure the delivery of continuing professional development activities that build and maintain excellence in nursing, with a strong focus on achieving high-quality clinical outcomes.

The Psychiatric Nurse Consultant (PNC) works closely with other members of the RCH Nursing Education team and consistently models the values of nursing services by promoting excellence in practice and fostering a culture of inquiry and continuous learning.

The PNC delivers education through instruction, consultancy, supervision, and evaluation for undergraduate, graduate and postgraduate nurses within RCH, including Banksia Ward, the Mental Health department, and the wider RCH nursing workforce. The PNC coordinates and delivers education and training, supporting practical learning through the provision of the RCH nursing competency and capability framework, as well as the clinical supervision framework. In addition, the PNC supports nurses in providing direct clinical care.

As part of its Strategic Plan, The RCH is striving to become a national Centre of Excellence in infant, child and adolescent mental health. The RCH Mental Health team, in close collaboration with campus partners, is committed to supporting the development of such a centre and delivering GREAT care.

KEY ACCOUNTABILITIES

Direct Comprehensive Care

- Contribute to and support education programs for nursing staff working with young people, carers, families and the community
- Role model high-quality knowledge and skills in mental health nursing
- Complete accurate, timely and professional clinical record keeping and documentation
- Utilise advanced clinical nursing knowledge and skills to influence quality of acute mental health care in the specialised aspect of nursing practice within the Banksia ward, hospital-based specialist programs and community teams
- Contribute to a safe environment for patients, carers, visitors, and staff

Support of systems

- Provide support to the Senior Psychiatric Nurse (SPN) in developing the psychiatric nursing workforce across RCH mental health.
- Support the improvement of mental health literacy across RCH, in collaboration with the Senior Psychiatric Nurse
- Facilitate organisational change through accountability of nursing workforce development in adolescent specific mental health nursing on Banksia ward and child and adolescent mental health nursing in hospital based and community teams.
- Promote excellence in mental health nursing practice through professional leadership, role modelling and implementation and education of evidence-based practices

- It is an expectation that the successful candidate will be allocated to participate in the On-Call Senior Mental Health Nurse (after-hours) roster

Research

- Undertake and/or support research and evaluation activities (as required for learning innovations for best practice care)
- Support and participate in continuous quality improvement activities
- Support and contribute to nursing & consumer care protocols and guidelines
- Participate in the evaluation/accreditation/hospital evidence-based practice guidelines, procedures and protocol
- Identify, promote and guide implementation of best practice models of inpatient and community mental health nursing.
- Evaluate and report on the effectiveness of nursing workforce education and training programs

Professional leadership

- Represent mental health nursing education and professional development on RCH-wide committees
- Consult with the Banksia Nurse Unit Manager and Senior Psychiatric Nurse for the purpose of developing and implementing education and training initiatives
- Work collaboratively with other clinical disciplines within mental health to provide high quality inter-disciplinary care.
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours
- Work through clinical decision-making processes directly with nursing staff including provision of feedback
- Provide support for Banksia ward mentors and preceptors in their role and contribute to competency & capability development, monitoring and reporting
- Provide regular and scheduled group clinical supervision to Banksia ward and the nursing workforce as required
- Assist mental health nurses in the development of individual professional development plans
- Foster a culture of learning by acting as a positive role model for all staff in areas of professional development, promoting trauma informed care and the therapeutic use of self to deliver safe, contemporary child and/or adolescent focused mental health nursing care.
- Attendance and participation in clinical supervision as a formal process of reflective practice and support to enable ongoing professional development
- Maintain accurate records of the mental health nursing workforce competency & capability through professional practice portfolios, education and clinical supervision.

Education

- Utilise expert knowledge to instruct undergraduate, graduate and postgraduate nursing students in the practical and theoretical aspects of the respective course/program they are undertaking (i.e. whilst on placement within the Banksia Ward)
- Evaluate undergraduate student nurse progress in partnership with the allocated preceptors on the Banksia ward and address issues with the preceptor and student nurse of training progress or performance
- Demonstrated ability to work cohesively, collaboratively and flexibly within a team environment to develop, implement and evaluate the mental health nursing education strategic plan. Adapting to any unanticipated changes using a systematic and transparent approach

- Ensure the effective orientation of undergraduate/graduate/postgraduate and other nursing staff and assist all nursing staff in continuing to develop progressive attitudes, knowledge and skills consistent with RCH values
- Lead and implement the training and development of nursing and direct care staff regarding mental health nursing by the development and maintenance of a trauma-informed adolescent mental health annual education and training calendar, inclusive of evaluation and review
- Demonstrate a commitment to own professional development, identifying areas of a professional development plan (in collaboration with the Senior Psychiatric Nurse) which reflects contemporary child and adolescent mental health nursing

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 (AHPRA)
- Hold a post graduate qualification in psychiatric/mental health nursing or have completed a specialist undergraduate psychiatric nurse program.
- Demonstrated clinical skills with at least 5 years working in a CAMHS/CYMHS setting
- Demonstrated commitment to ongoing personal and professional development, as evidenced by a Continuing Professional Development (CPD) record or Professional Practice Portfolio (PPP)
- Proven ability to provide high quality education in psychiatric nursing
- Demonstrated understanding and experience of adult learning principles and learning management systems
- Experience in delivering and evaluating nursing clinical supervision and point of care (mentoring and preceptorship) frameworks
- A well-developed knowledge and understanding of the Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation, policies and strategic directions of Victorian public mental health services.
- A proven ability to provide clinical leadership and professional guidance to nursing staff at all levels
- A well-developed understanding of professional supervision and practice based research
- Ability to problem solve, negotiate and communicate with staff and other service providers
- Knowledge of the National and ACMHN Nursing Standards and scope of practice
- Demonstrated capacity and initiative to work with limited supervision

Desirable

- Demonstrate ongoing study in psychiatric/mental health modalities in developmental psychiatry, family therapy/work and/or other treatment modalities.
- Experience in project and framework development implementation science and project evaluation
- Clinical experience in different areas of CYMHS including community case management, hospital based and in-patient settings

KEY SELECTION CRITERIA

- Relevant clinical experience within an acute adolescent mental health care setting, assessment (including the use of semi-structured interviews and clinical measures), treatment and working with external stakeholders

- Demonstrated capacity to model excellent nursing practice in outpatient, hospital-based and inpatient settings
- Demonstrated skills in developing and evaluating education programs
- Excellent interpersonal skills, particularly in teamwork and change management
- Experience supervising undergraduate students and/or nursing staff
- Ability to lead, coordinate and evaluate clinical educational programs
- Proven experience in small group teaching and group presentations
- Demonstrated ability and commitment to motivate, support and encourage staff to further develop clinical education, professional skills and a culture of ongoing learning
- Demonstrated commitment to evidence-based nursing practice and quality improvement
- Highly developed written and verbal communication skills and interpersonal skills
- Project or program management skills
- Demonstrated awareness and understanding of legal obligations when working in the Child and Adolescent Mental Health context in Victoria

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 2025