

Position Description

Position Title	Psychiatric Nurse Consultant		
Unit / Branch	Division of Medicine (Mental Health)		
Classification	RPN5	Employment Status	Full time (1.0 EFT) Ongoing
Position reports to	Senior Psychiatric Nurse		
Location	The Royal Children's Hospital, Flemington Road, Parkville		
Position Contact	Rachel Tolan, Acting Senior Psychiatric Nurse – (03) 9345 4093		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) provides secondary and tertiary care to children and young people across the northern and western suburbs; specialist paediatric healthcare to the children of Victoria, Tasmania, southern NSW and parts of South Australia; and is the designated state wide provider of services including paediatric trauma, rehabilitation and forensic medicine. As a quaternary centre for complex cardiac surgery and organ transplantation, the RCH cares for the sickest children from around Australia.

The hospital employs 5,000 staff and has an annual budget of \$620million. It moved to a new, multi-award winning building at 50 Flemington Rd, Parkville.

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/>

The RCH values and pursues innovation, and in April 2016 became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). The EMR includes an online portal to give families and young people the ability to manage and change appointments, quickly receive test results and renew scripts, and review outpatient notes. The EMR is a major investment in the digital transformation of healthcare: The real-time capture and analysis of data to drive improvements in care, and ultimately achieve better health outcomes for young patients.

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

ROLE PURPOSE

The primary purpose of this role is to provide educational leadership and guidance to enable the development of knowledge and skills in 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 team, acts as a role model for staff (setting and clearly communicating expectations regarding nursing clinical standards and nursing behavioural expectations).

The position is required to consult regularly with the NUM of the Banksia Ward, Senior Psychiatric Nurse and clinical leaders in Mental Health to ensure continuing professional development activities that build and maintain an excellent standard of mental health nursing, focused on achieving quality clinical outcomes.

The Psychiatric Nurse Consultant also works closely with other members of the RCH Nursing Education team and models the values of nursing services by exemplifying and promoting excellence in practice and fostering an environment of inquiry and continuous learning.

The Psychiatric Nurse Consultant (PNC) provides instruction, conducts small group discussions, and offers consultancy, supervision and evaluation for undergraduate, graduate and postgraduate nurses within RCH (Banksia Ward, Mental Health, and the wider RCH nursing workforce). The Psychiatric Nurse Consultant coordinates and delivers education and training, supporting practical experience through the provision of the RCH nursing competency and capability framework and clinical supervision framework. In addition, the PNC will demonstrate excellent consumer care by supporting nurses in direct clinical care within a learning culture.

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
- 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

Support of systems

- Support the Senior Psychiatric Nurse in the development of psychiatric nurses across RCH Mental Health and RCH nursing workforce within organisational objectives as required through completing delegated tasks and activities
- 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 in order 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 developing 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.
- Eligibility for Membership in Victoria of an appropriate professional body
- Demonstrated clinical skills with at least 5 years working in a CAMHS/CYMHS setting
- **Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio**
- 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 Act (2014) 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 direction

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, in particular in the areas of 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

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 actively promote and celebrate our diverse team*
- *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 to others, because I want to make the best decision*

Potential employees will be required to undertake a National Criminal Record Check and a Working With Children Check.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees are required to:

- Act in accordance and comply with all relevant Safety and Quality policies and procedures
- Participate in and contribute to quality improvement programs and commit to RCH Values
- Comply with the Requirements of the National Safety & Quality Health Service Standards
- Comply with all relevant clinical and/or competency standards
- Comply 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, all members of the LGBTQI community and people with disability.

Position description last updated

January, 2021