## Position Description

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| **Position title** | Registered Psychiatric Nurse |
| **Department / Division** | Mental Health/Medicine |
| **Classification** | RPN Grade 2 Year 2 – Year 8 (NP21-NP70) |
| **Position reports to** | Operational: Travancore Site and Team Coordinator<br>Professional: Senior Psychiatric Nurse |
| **No. of direct & indirect reports** | N/A |
| **Location** | The Royal Children's Hospital, Travancore and Parkville Sites |
| **Risk category** | Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE) |

**The Royal Children's Hospital**

The Royal Children's Hospital's (RCH) vision is *a world where all kids thrive.*

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.

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.

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/.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

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

## ROLE CONTEXT

RCH Mental Health comprises of a number of diverse programs including inpatient, outpatient and liaison services which focus on the assessment, treatment and case management of children and young people ranging from 0-18 years.

RCH Mental Health offers quality postgraduate training opportunities to registered nurses in our inpatient unit, Banksia and in our community and specialist teams.

This position offers the opportunity to work specifically in the community and specialist teams for one year. You will work primarily in one of our community teams at Travancore which provides care for children aged 0-11yrs and their families, and in our In2School Day program. You will also have the opportunity to work with our Hospital Consultation and Liaison team which provides care for 0-18yrs, and there are options to gain experience working in a variety of other specialist teams throughout the term as part of an individualised training and development plan. This includes participation in the Developmental Psychiatry Course run by Mindful throughout the year, and our department's weekly professional development series along with other local training

## ROLE PURPOSE

The Registered Psychiatric Nurse within the community setting engages in a supported clinical learning environment, 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 This will involve performing self-assessment of scope of practice and competence related to assigned responsibilities as discussed with the care delivery team whilst retaining responsibility for individual actions and accountability for care provided.

## KEY ACCOUNTABILITIES

**Direct Comprehensive Care**

- Purposefully and expertly engage children, young people and their families in recovery focused care.
- Effectively and competently manage a small highly supervised caseload according to service standards by providing high quality clinical care including undertaking assessment, collaborative Individual Treatment Planning (ITP), providing high quality therapeutic care, and well planned discharge.
- Provide supervised and supported care through outreach, visits to education settings, community settings, etc. as clinically necessary.
- Participate in clinical planning, implementation and evaluation of therapeutic activities in our In2School Day Program.
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Demonstrate a commitment to culturally safe and sensitive service provision.

**Support of Systems**

- Utilise EMR or other RCH IT programs to document and record nursing activity.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support team/s meeting KPI obligations.
- Participates in quality improvement activities.

**Education**

- Participate in professional development to enhance nursing practice aligned with expectation of the RCH-Post graduate Program under guidance of Mental Health Education Team and by attending University.
- Maintains own knowledge of evidence based practice and updates own knowledge and skills accordingly (CPD portfolio).
- Actively participate in all forms of supervision (operational, professional and clinical).

**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 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 though the Australian Health Practitioner Regulation Agency (APHRA).
- Minimum of 12 month's 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.

**Desirable:**

- Demonstrated commitment to study a post-graduate diploma in mental health nursing

## 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

- 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 |
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| All employees are required to adhere to the Royal Children's Hospital Values:<br>• Curious - We are creative, playful and collaborative<br>• Courageous - We pursue our goals with determination, ambition and confidence<br>• Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together<br>• Kind - We are generous, warm and understanding<br><br>**RCH COMPACT**<br>All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.<br>• We do better work caring for children and families when we also care for each other<br>• I bring a positive attitude to work – I share, I laugh, I enjoy other's company<br>• I take responsibility for my behaviour and its impact on others<br>• I am curious and seek out ways to constantly learn and improve<br>• I celebrate the good stuff, the small stuff, the big stuff – it all matters<br>• I speak up when things aren't right<br>• I value the many different roles it takes to deliver great patient care<br>• I actively listen because I want to understand others and make better decisions<br>• I am inclusive and value diversity<br>• When it comes to teamwork, I don't hold back – I'm all in<br><br>**QUALITY, SAFETY AND IMPROVEMENT**<br>RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:<br>• Acting in accordance and complying with all relevant Safety and Quality policies and procedures<br>• Identifying risks, reporting and being actively involved in risk mitigation strategies<br>• Participating in and actively contributing to quality improvement programs<br>• Complying with the requirements of the National Safety & Quality Health Service Standards<br>• Complying with all relevant clinical and/or competency standards<br>• Complying with the principles of Patient and Family Centred Care that relate to this position<br><br>**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.** |

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| **Position description last updated** | **November 2026** |