

Position Description

Position title	Registered Nurse – Transition to Speciality Practice (TSP) program – Mental Health
Department / Division	Banksia Ward / Division of Medicine
Classification	Registered Nurse Grade 2 Year 1 – Grade 2 Year 8 (NP21 – NP70)
Position reports to	Operational: Nurse Unit Manager Professional: Discipline Senior
No. of direct & indirect reports	Not applicable
Location	Royal Children's Hospital, Travancore site
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids

<p>The Royal Children's Hospital</p> <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

Banksia Ward is a 16-bed adolescent inpatient mental health unit at the Royal Children's Hospital (RCH), providing specialised care for young people aged 13 to 17 years. The ward includes a 2-bed Intensive Care Area (ICA) to support young people requiring a higher level of observation and acute intervention.

Banksia Ward is staffed by a multidisciplinary team of healthcare professionals with extensive expertise in child, adolescent, and family mental health. The team works collaboratively to deliver comprehensive, developmentally appropriate care, with a strong emphasis on family involvement and recovery-oriented practice.

The ward supports young people experiencing a wide range of mental health conditions, including affective disorders such as depression and bipolar disorder, difficulties with emotional dysregulation, acute behavioural crises requiring intensive intervention, eating disorders, anxiety disorders, and emerging personality vulnerabilities. Care is tailored to meet the complex and often co-occurring needs of adolescents in an acute setting.

Banksia Ward offers a broad range of therapeutic interventions, including individual and group therapies, music therapy, and access to an integrated school program to support ongoing educational engagement during admission. Family work is a core component of care, recognising the central role of caregivers in a young person's recovery.

ROLE PURPOSE

The Transition to Specialty Practice program (mental health) is a 12-month structured, supported program which offers the opportunity for Registered Nurses to transition to the mental health environment. You will be supported to develop core mental health nursing skills of risk assessment and management, mental state assessment, therapeutic engagement, and collaborative care delivery, implementing theoretical approaches and the latest evidence base into clinical practice. The program incorporates supernumerary orientation time, study days across the year, and a framework of competency development, with a focus on active participation in education, training, and other professional development opportunities. Registered Nurses in the TSP program will be required to undertake post-graduate studies in mental health nursing.

KEY ACCOUNTABILITIES

Clinical Practice

- Undertake comprehensive holistic patient assessments and contribute to the development of care plans, ensuring alignment with best practice and the individual needs of patients and families
- Provide direct care and support to patients and families, including administering medications, performing procedures, and monitoring vital signs
- Use critical thinking and analysis to plan, evaluate and implement nursing care and undertake interventions that result in positive healthcare outcomes for the patient and their families
- Recognise changes in consumers' condition and take necessary action including reporting and escalation seeking appropriate assistance
- Collaborate and consult with the nursing team and other multidisciplinary team members to achieve desired health outcomes for patients and their families

Optimising Health Systems

- Communicate and collaborate effectively with key stakeholders to ensure coordinated patient care is efficient and supports functioning of healthcare systems
- Maintain a safe environment and report incidents promptly to the supervising nurse, Nurse Unit Manager or appropriate stakeholder
- Maintain accurate and up to date documentation ensuring compliance with legal and regulatory requirements

Education

- Provide culturally and cognitively appropriate healthcare education to patients and their families on conditions, treatment plans, and self-care strategies
- Promote patient and family education and involvement in decision-making related to their healthcare
- Ensure that educational materials are cognitively and culturally sensitive and tailored to individual patient and family needs
- Engage in ongoing professional development to stay informed about current evidence-based practices and advancements in nursing
- Actively participate in in-service training, workshops, and continuing education opportunities

Research & Improvement

- Participate in quality improvement initiatives, contributing to the ongoing enhancement of nursing practices and patient outcomes
- Participate in regular audits and reviews to maintain and improve the quality of care provided
- Incorporate evidence-based practices into clinical decision-making and care delivery
- Stay informed about current nursing research and apply relevant findings to improve patient outcomes
- Identify clinical practice improvement opportunities and discuss with your manager

Professional Leadership

- Uphold the professional and ethical standards set by the Nursing and Midwifery Board of Australia
- Serve as a role model for ethical nursing practices and professionalism
- Provide leadership within the nursing team, fostering a positive and collaborative work culture
- Mentor junior staff and students, contributing to their professional growth and development

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)
- Completion of a support graduate program
- 2 years' experience as a Registered Nurse

- Demonstrated commitment to ongoing personal and professional development, as evidenced by a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)

KEY SELECTION CRITERIA

- Think critically and analyses nursing practice
- Ability to problem solve and prioritise
- Demonstrated clinical competence and a commitment to ongoing professional development
- Excellent communication and interpersonal skills
- Engages in therapeutic and professional relationships
- Ability to work collaboratively within a team and adapt to a dynamic healthcare 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

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

June 2026