

Position Description

Position title	Senior Psychiatric Nurse
Department / Division	Mental Health Department / Medicine
Classification	RPN6 – NP61
Position reports to	Operational: General Manager & Director of Nursing Professional: General Manager & Director of Nursing
No. of direct & indirect reports	1
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 "A world where all kids thrive".</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 PURPOSE
<p>The Senior Psychiatric Nurse will support the Director of Nursing (Mental Health) with professional governance and the development of role related training and professional development activities within the Mental Health Department, and RCH in general. The Senior Psychiatric Nurse is accountable for delivery of high-quality nursing services for RCH Mental Health, and in particular, the role supports the Director of Nursing in providing oversight of recruitment,</p>

credentialing, professional development and maintenance of professional standards. The Senior Psychiatric Nurse will provide professional support, clinical supervision, and contribute to the professional development for mental health nursing. The incumbent will be able to demonstrate excellence in mental health nursing standards of clinical practice, be capable to support and promote clinical education to build and advance nursing capabilities. They will lead evidence based mental health nursing practice that can be reflected in coordinated nursing care, aimed at achieving quality patient outcomes. The role, together with the Director of Nursing, will oversee the strategic direction of the entry to practice workforce, mainly graduates, transition nurses and postgraduate nurses. In addition, this role will be a leader of contemporary mental health nursing practice. The position will also support, mentor, and provide professional guidance to colleagues across RCH on contemporary nursing matters including state-wide initiatives.

This role requires a dynamic, agile, flexible and adaptable nurse who can effectively reprioritise their workload when required to support the department's nursing workforce, organisational and departmental needs. Strong professional and clinical leadership along with expertise in change management skills are essential. The position will not carry a clinical caseload.

KEY ACCOUNTABILITIES

Clinical Practice:

- Provide expert clinical knowledge and skills, in mental health nursing
- Collaborate with senior leadership teams (clinical and corporate) across the organisation to develop models of care to deliver high quality, safe and efficient care
- Act as a resource, advisor and consultant, providing guidance to clinical teams
- Work collaboratively to build the capacity and capability of the nursing workforce
- Ensure service provision is guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTIQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations
- Manage the data and reporting of nursing metrics for quality and clinical governance
- Provide professional supervision for the Banksia Ward Nurse Unit Manager, Psychiatric Nurse Consultant, Clinical Nurse Educator, and Clinical Nurse Consultant
- Contribute to a safe environment for patients, family, visitors and staff

Optimising Health Systems:

- Leads multi-disciplinary committees in the strategic planning of the service
- Demonstrates continuous improvement through reporting and benchmarking
- Leads the evidence-based approach for the development and review of clinical guidelines and procedures
- Use of data and analytics to inform service innovation, change management activities and evaluate service outcomes
- Collaborate with organisational, state, and national stakeholders and leaders to optimise health outcomes
- Works collaboratively to optimise clinical nursing workforce development, recruitment and retention

Education:

- Collaborate with the education teams to identify training needs and promote education programs
- Leads the development of multidisciplinary educational programs and initiatives
- Identify, develop and maintain structured learning pathways for staff at all levels
- Collaborate with education specialists to lead the development, implementation, and evaluation of speciality education programs
- Co-designs education and information for patients, families and carers to empower them as partners in their care and evaluate interventions
- Maintains currency with evidence-based practices, research findings, and educational resources relevant to their area of practice

Research and Improvement:

- Foster a culture of continuous quality improvement and build capacity within the team to recognise and undertake improvement opportunities
- Foster opportunities to develop clinical research capability through education, fellowships and scholarships
- Monitor clinical outcomes, collaborate with the healthcare team, and implement changes to enhance patient safety and quality care
- Identify opportunities to contribute to the development of evidence-based knowledge
- Contribute to research and improvement, benchmarking and collaborating with nationally recognised centres
- Leads the translation of evidence into clinical practice, contributing to the advancement of knowledge and improved patient care

Professional Leadership:

- In partnership with the Director of Nursing, provide professional leadership to align strategic, operational and professional goals
- Leads implementation of practice changes and clinical innovations internally and externally to the organisation
- Act as a role model for ethical and professional conduct, upholding the nursing code of ethics and standards
- Provide leadership and guidance to multidisciplinary professionals to promote a positive work environment and fostering a culture of continuous improvement
- Promote and develop a dynamic, flexible, resilient, and skilled workforce through professional development and career progression opportunities
- Represents at relevant internal committees and forums
- Is acknowledged as a leader in the area of practice at an organisational, state, national and international level amongst professional peers, including academic and research leaders
- Lead clinical supervision as a formal process of reflective practice and support
- Provide mentorship or clinical supervision to multidisciplinary professionals supporting their professional growth, excellence and continuous learning
- Provide leadership and operational reporting for the clinical service

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)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Postgraduate diploma in psychiatric/mental health nursing or completion of a specialist undergraduate psychiatric nursing program

Desirable:

- Demonstrated experience in working in a range of CAMHS settings
- Demonstrate experience in service development, quality improvement or change management

KEY SELECTION CRITERIA

- Outstanding leadership and clinical skills in psychiatric nursing
- Demonstrated commitment to clinical excellence in outpatient and inpatient settings
- Experience in developing, implementing, and evaluating of a broad range of professional development, training activities and/or curriculum
- Ability to work autonomously and be a self-starter

- Ability to develop effective and respectful working relationships, collaborations, and partnerships with a range of stakeholders
- Demonstrated ability to lead, develop, implement, and evaluate projects
- Demonstrated experience in the provision of constructive feedback to enhance learning opportunities
- Commitment to providing patient and family centred care
- Contributes to growing the body of evidence through publication and peer review (or working towards)
- Experience in implementing and managing change initiatives and innovations, with a focus on improving clinical outcomes and service delivery
- Excellent communication skills, both written and verbal, with the ability to convey complex clinical information to a diverse audience
- Well-developed leadership skills with experience in providing clinical supervision
- Demonstrated self-driven commitment to ongoing personal and professional development

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

April 2025