

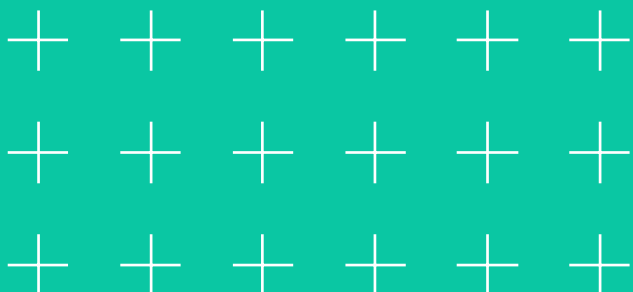


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**RPN4 Senior Clinician – Assisted
Intensive Medication Service (AIMS)**



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



- You will have a mixed caseload of consumers requiring usual treatment, and those who require more intensive support. The role involves the provision of supervision to non-senior staff as well as students. All clinicians are expected to take an active role within clinical review meetings and champion their discipline within a multidisciplinary setting.
- Working on a rotating 7-day week roster, this includes some evening and weekend shifts. There will be occasional circumstances when clinicians are required to work overtime (for example, when an outreach assessment has required more time than expected) or across different sites.
- This role includes protected time to provide evidence-based interventions and/or project work in line with your professional background. The content of this work will be decided in consultation with Program Manager and Profession Lead

AIMS RPN4:

The purpose of this role is to support the AIMS team leader in providing day to day coordination and development of a range of interventions to improve medication adherence for RMH MHS consumers including but not limited to, assessment for AIMS services, identification and implementation of adherence strategies, as well as providing medication management and education to consumers in the sub-acute phase of their illness as part of their transition back to the community from IPU or to prevent further deterioration requiring admission. The service goal is to improve consumers' self-management of their illness through a range of graduated responses to support medication adherence.

The Senior AIMS RPN will provide clinical leadership, guidance, direction and support to the AIMS Enrolled Nursing staff, including supporting them with the EN Program which is an education and competency assessment package.

Provide information and support for Key Clinicians working in the community regarding the development of individualized medication adherence support strategies and provide education regarding the AIMS service. When rostered on AIMS, coordinate the shift including handover, work allocation, and ongoing supervision of Enrolled Nurses during the shift, and provide direct service (administration or supervision of medication for consumers in their home environment in the evenings, as well as identification of adherence strategies). As a member of the Community Team, Senior AIMS Clinician applies their clinical knowledge and expertise to the assessment, delivery of treatment and provision of targeted interventions and support to consumers with complex mental health related needs, and to their family/carers.

Alongside direct clinical care, the following are core to this role;

- Participation in the AIMS program (7 day a week rotating roster) and the provision of leadership to the AIMS enrolled nursing team
- Participation in and/or provision of supervision to staff as well as students within the relevant discipline
- Active involvement in discipline specific and team activities and meetings.
- Undertake responsibilities as a practice champion within the team



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Undertake the assessment, provision of treatment and delivery of targeted evidence-based interventions to consumers with complex mental health related needs and their family/carers.
- Maximise the use of specific EB intervention skills as appropriate and as required by consumers, their family/carers and the Service.
- Sound knowledge of medication, understanding consumer reasons for medication non adherence and strategies to utilise when working with consumers around adherence, including motivational interviewing
- Leadership and delegation of tasks to Enrolled Nurses on AIMS
- Provide professional supervision of AIMS nursing staff, and other nurses within the area program as directed by the Area Senior Nurse Consultant.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Receive line management and professional supervision, including participating in Workload Monitoring System

KEY RELATIONSHIPS

Internal

External



-
- Director of Clinical Services
 - Deputy Director of Clinical Services
 - Lead Consultant
 - Community Team Managers
 - Community Team Leaders
 - Area Senior Nurse, Discipline Seniors
 - Learning and Professional Development
 - Health Information Manager
 - Executive Assistant to Director Clinical Services and Area Manager
 - Multidisciplinary Team
 - Administration staff
 - Consumers and Family/Carers
 - RMH People and Culture
 - Centralised Triage
 - Facilities Management
 - Office of Chief Psychiatrist
 - Department of Health and Mental Health and Drugs Division
 - NDIS
 - Housing; Employment
 - Emergency services
 - Acute Health
 - Pharmacies
 - Non-Government Agencies
 - Alcohol and Other Drug Services
 - Primary health providers
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KEY SELECTION CRITERIA

- Formal Qualifications
 - Registered Psychiatric Nurses:
 - Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
 - Essential:
 - Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
 - Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
 - At least 5 years of experience in the assessment, diagnosis, and treatment of severe mental illness and psychiatric disability.
 - Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers.
 - Experience in at least one area of practice that aligns with endorsed practice domains of the IWAMHS, and capacity and willingness to actively work using these approaches with consumers and carers.
 - Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services.
 - Commitment to ongoing professional development for self.
 - Well-developed writing skills and an ability to promptly prepare case assessments, individual service plans, discharge summaries and other forms of documentation.
 - A thorough understanding of the policies and procedures associated with the Mental Health Act and other relevant legislation.
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- Capacity to undertake alcohol and other drug screening, assessment, treatment planning and brief interventions with clients who have co-occurring mental health and substance use disorders.
- Familiarity with a range of computer software packages including the Microsoft platform.
- Current knowledge of effective evidence-based interventions appropriate to low prevalence disorders such as schizophrenia, bipolar affective disorder, personality disorder and substance abuse.
- Sound treatment skills for people with severe and enduring mental health conditions, or willingness and capacity to commit to development of evidence based knowledge and practice.
- Confident to change priorities to meet the needs of the consumer or team, adjust quickly to new tasks, be flexible and remain positive in a changing environment.
- Excellent organisational and time management skills.
- Confident to work autonomously, problem-solve and take initiative.
- Hold a current and valid Victorian (or Australian equivalent) drivers licence
- Valid WWCC, Poliuce Check & Immunisation Assesment

Desirable:

- Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA
- Evidence ACMHN Credentialed Mental Health Nurse
- Aboriginal and Torres Strait Islanders are highly encouraged to apply
- Experience in working with ACCHO and Aboriginal Communities and Families
- Ability to speak a community language

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements
- Meet targets for Activity Based Funding KPI's

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date



Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and vocation	Initial Conversation about consumer peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals	Physical health conversations	APQ6	Initial Conversation about family, carer and supporters peer support	SUBA
▼	Family Violence Screen	Physical health assessment	Driving Screen	▼	AOD Harm Minimisation
CBT for Psychosis	▼	Metabolic monitoring	Sensory Approaches	PeerZone	AOD Relapse Prevention
Acceptance & Commitment Therapy (ACT)	Single Session Family Consultation	Medication safety, education & advocacy	▼	Consumer led inpatient groups	Specialist Supportive Clinical Management for Eating Disorders
Therapies for Borderline Personality Disorder	Multiple Family Group	▼	Activity Engagement	Consumer Peer Supported Community Groups	Forensic Risk Management Planning
CBT for co-morbid Anxiety & Depression	Family Therapy	Equally Well Physical Health Program	Therapeutic Activity Groups	Individual Consumer Peer Support	Forensic Risk Reduction Treatment
Be Well Live Well - Early Warning Signs Relapse Prevention Program	FaPMI Programs	Medication Alliance	Vocation and Employment Support	Family Peer Support-led Groups	AOD Motivational interviewing
	Family Violence Assessment (MARAM)	QUIT Program	Sensory Assessment & Interventions	Individual Family, Carer & Supporters Peer Support	Refer to Detox
			Driving Assessment		Autism Consultation and Evaluation Services (ACES)

