

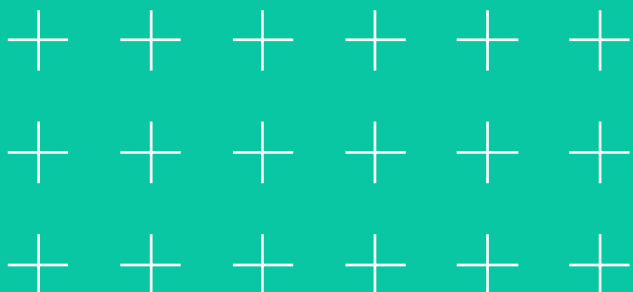


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

Clinical Nurse Consultant



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**



focus on bed-based nursing development to address priority issues on the wards which are related to vulnerable and high-risk consumers presenting with high level needs.

- Work as part of the inpatient team and collaborate with the extended multidisciplinary team
- Provision of care for vulnerable and high-risk consumers presenting with high levels of acuity and behavioural disturbance
- Responsible for the implementation of specific Safer Care Victoria (SCV) initiatives and frameworks that are being led by the Office of the Chief Mental Health Nurse
- Ensure improvement in consumer and carer experience whilst maintaining a safe environment for all (initiatives currently include Safewards, mental health intensive care framework and reducing restrictive interventions)
- Evaluation and reporting of key performance indicator data to Program Manager and Head of Unit to inform and guide local improvement activities with key focus on reducing Restrictive Practice, Occupation Violence and Aggression and Sexual Safety.
- Participate in RMH MHS review and improvement activities as required

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.
 - Provide high level advice to the Program Manager regarding the SCV initiatives and frameworks.
 - Provide mentorship and positive role modelling to staff
 - Collaborate with Program Manager to initiate, conduct and disseminate findings of locally based research on the inpatient unit.
 - Contribute to related projects and research as well as development activities, including the communities of practice coordinated by the SCV.
 - Contribute to organisation-wide and service/division initiatives and planning activities.
 - 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.
 - Undertake to meet specified clinical nursing needs as well as optimise consumer experience and outcomes on the respective inpatient units.
 - Engage in your own clinical supervision and provide to others.
 - Actively contribute to team planning and clinical practice development activities within the inpatient unit.
 - Promote incorporation of contemporary mental health nursing practices that utilise evidence-based approach which encourages creativity, critical thinking and effective practice.
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KEY RELATIONSHIPS

Internal

- Program Manager
- Head of Unit
- RMH MHS Director of Nursing & Operations
- RMH MHS Clinical Director (Acute & Bed based)
- Nursing Leadership
- Allied Health Discipline Seniors
- Learning & Development

External

- Chief Mental Health Nurse - Victoria
- Centre for Mental Health Nursing
- Centre for Mental Health Learning

KEY SELECTION CRITERIA

Formal Qualifications

- 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.
- A minimum of 5 years full time equivalent post graduate experience in mental health nursing

Desirable:

- Demonstrated significant problem-solving activities that may require considerable understanding and interpretation of facility and departmental policy.
- Demonstrated ability to develop and maintain clinical programs which have implications for all nursing services within the inpatient unit a whole.
- Demonstrated ability to provide expert clinical consultancy and dissemination of key messages across a range of key internal and external stakeholders.
- Demonstrated clinical leadership within mental health with proven ability to mentor and develop the mental health nursing workforce within a coaching framework.
- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Demonstrated expert level clinical expertise to initiate and lead evidence-based nursing practice in the care delivery to consumers with complex mental health needs; including drug and alcohol and disability.
- Significant experience in the areas of Solution Focussed Therapy, Sensory Modulation, Acceptance and Commitment Therapy or subject areas relevant to inpatient setting.
- Demonstrated ability to set objectives and negotiate their acceptance with the nursing executive, and report in terms of progress towards these objectives.
- Research, publication and public presentation experience.



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.

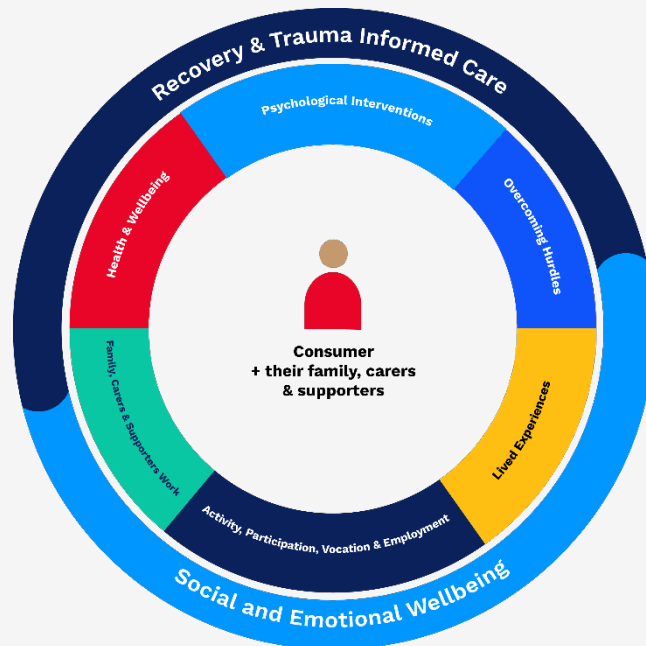
ACCEPTANCE

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
		Metabolic monitoring	Sensory Approaches		AOD Relapse Prevention
CBT for Psychosis		Medication safety, education & advocacy		PeerZone	Specialist Supportive Clinical Management for Eating Disorders
Acceptance & Commitment Therapy (ACT)	Single Session Family Consultation		Activity Engagement	Consumer led inpatient groups	Forensic Risk Management Planning
Therapies for Borderline Personality Disorder	Multiple Family Group	Equally Well Physical Health Program	Therapeutic Activity Groups	Consumer Peer Support-led Community Groups	Forensic Risk Reduction Treatment
CBT for co-morbid Anxiety & Depression	Family Therapy		Vocation and Employment Support	Individual Consumer Peer Support	AOD Motivational interviewing
Be Well Live Well - Early Warning Signs Relapse Prevention Program	FaPMI Programs	Medication Alliance	Sensory Assessment & Interventions	Family Peer Support-led Groups	Refer to Detox
	Family Violence Assessment (MARAM)	QUIT Program	Driving Assessment	Individual Family, Carer & Supporters Peer Support	Autism Consultation and Evaluation Services (ACES)