

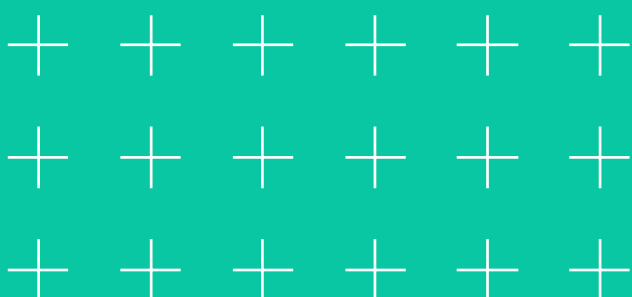


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Clinical Nurse Educator - Mental
Health Inpatient Units**

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.

Advancing health for everyone, every day.

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.

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

Position Title:	Clinical Nurse Educator - Mental Health Inpatient Units
Service:	Mental Health Services – Inpatient Units
Location:	Parkville Campus
Reports To:	Area Senior Nurse Consultant
Enterprise Agreement:	5. Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Classification:	RPN4
Employment Status:	Full-time
Immunisation Risk Category:	Category A
Date of Review:	October 2024

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians, and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are experiencing, or are at risk of developing a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed holistic and evidence-based treatment, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

The Clinical Nurse Educator (CNE) is responsible for the co-ordination and provision of educational activities for nurses on the inpatient units and is an active part of the clinical team providing role modelling and clinically based training. This role focuses on nurses at all stages of learning, including non-employees such as undergraduates, and also works closely with the multi-disciplinary team including the Lived Experience Workforce to ensure all staff are included in the delivery and participation of educational opportunities.

- They will coordinate on-site education and support, to ensure the effective delivery of quality clinical care to consumers.
- The CNE will not take on a clinical load but will be familiar with local clinical practice and workflows.
- They will participate in projects as directed by the NUM and Senior Nurses.
- They will utilise mental health nursing research outcomes into clinical best practice and standards.
- They will contribute to increasing the capability, skill and capacity of the specialist mental health nursing workforce
- They will increase the quality, quantity, depth and breadth of learning and professional development
- They will work with the nursing entry level coordinators to support early career nurses' development, provide feedback on their practice and assist with learning outcomes and support plans

- 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 formal clinical supervision (both group and individual) that supports reflective practice to nurses.
- Engage in your own clinical supervision and professional development
- Provide education to the nurses in accordance with the service's direction and learning objectives.
- Support mental health undergraduate nursing placements including orientation, education sessions, preceptorship allocation, feedback and appraisal completion
- Plan, develop and evaluate professional development education for nurses
- Deliver professional development education sessions including practical skills, workshops, discussions and teaching
- Identify service delivery gaps that improve safe, timely, effective, consumer centred care
- Contribute to the orientation to all nursing staff including undergraduate nurses, bank and casual nursing workforce
- Ensure nurses receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of nursing staff are identified and implemented
- Ensure allocated or delegated 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.
- Contribute to a psychologically safe work environment where everyone feels safe to speak up.
- Monitor and achieve relevant KPIs and targets including mandatory training completion
- Be up-to-date on best practice and provide basic life support training and foundation aggression prevention and management training
- Provide support, mentorship, coaching and clinical education to all rostered nurses
- Hold a portfolio related to national standards and quality improvement e.g. medication safety, STEP boards, physical health and equally well framework
- Role model in the inpatient unit to the nursing workforce including clinical decision making, consumer care and evidenced based practice

Internal

- ## External

- Centre of Mental Health Nursing
- Centre of Mental Health Learning
- RMH Nursing Education Department
- Safer Care Victoria
- Collaborative Centre

Formal Qualifications

- ## Essential:

- Desirable:

- Certificate IV in Training and Education

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets related to key accountabilities
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements
- Mandatory training is up-to-date for all staff
- Provide monthly reports on in-service and professional development attendance and education topics

- 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.
- 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.

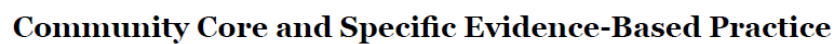
I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves the right to modify position descriptions as required, however I will be consulted when this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

Employee Signature

Employee Name (please print)

/ / /

Date _____



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 Support-led 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)