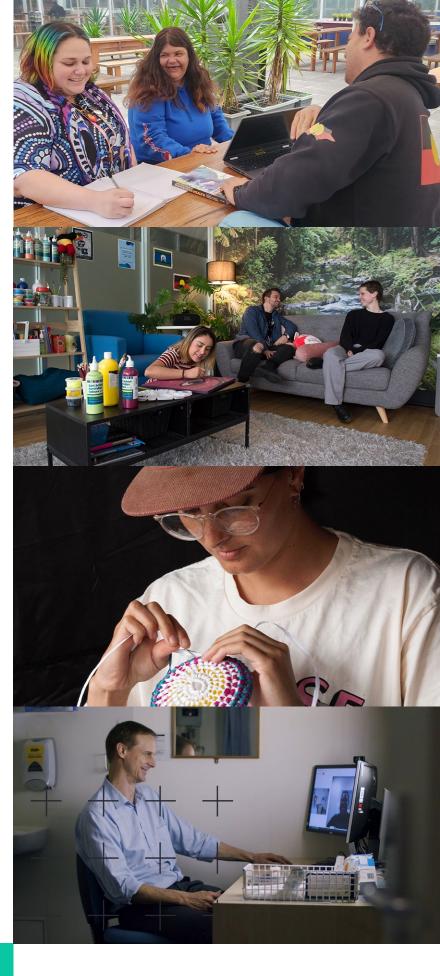
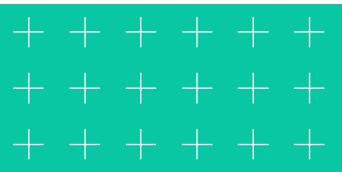


Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team





Position Description

Clinical Nurse Educator - Mental Health Inpatient Units





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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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



Lead with Kindness

unique.



Our care and compassion sets
us apart. We lead the way with
a respectful, inclusive spirit —

True exceller
when we wor
Melbourne H





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.

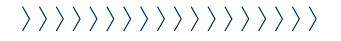
OUR PRIORITIES

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:

embracing the things that make us all

- 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 Description

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

POSITION SUMMARY

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.

We have a robust future ahead as the lead mental health service for the Victorian Collaborative Centre for Mental Health and Wellbeing Service, and also for the State-wide Trauma Service. These leading programs will drive mental health reform across the sector, and will offer a wide range of opportunities for involvement of staff within the RMH MHS. Our partnerships with multiple community and academic organisations support our program and enable a sophisticated learning structure, with a focus on research translation.

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.

The CNE provides a supportive environment in which critical thinking, reflection and evidence-based practice contributes to the effective delivery of quality clinical services. They monitor and advise on nursing standards





of practice and develop and implement strategies to meet the identified needs. They develop, regularly review and evaluate learning support strategies and contribute to nursing workforce development activities, discussions and decisions on the education and clinical training needs for nursing staff. They coordinate and provide clinical supervision, mentoring and wellbeing supports, participate in study days, and contribute to RMH Mental Health & Wellbeing Service Practice Development directions.

- 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





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 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





KEY RELATIONSHIPS

Internal

- · Director of mental health nursing
- · Mental health acute project lead
- · Inpatient leadership group
- Area senior nurse consultant
- · Senior psychiatric nurse
- Grad & postgraduate program coordinator
- EN & RN transition program coordinators
- · Director of Allied Health Learning and Development

External

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

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 Mental Health Nursing or equivalent OR Bachelor Degree in Nursing plus a Postgraduate qualification in Mental Health Nursing.

Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- At least 5 years' experience after completion of specialist mental health nurse training in public mental health clinical services.
- Evidence of completed training in clinical supervision, preceptoring or of providing clinical supervision; if this has not occurred, evidence of having booked in for this training.
- Capability in development, implementation and evaluation of a broad range of professional development activities to mental health nurses and other clinicians.
- Able to competently perform in a position of autonomy and responsibility.
- Well-developed administration skills including written and oral communication skills and excellent interpersonal skills, administrative and report writing skills.
- Ability to work flexibly in a complex large organisation and manage time effectively.
- Ability to work collaboratively with others in a team setting.
- Excellent interpersonal skills and the ability to communicate effectively with consumers, carers, colleagues, executive staff and other service providers.
- Ability to meet deadlines and manage conflicting priorities.
- Intermediate level Microsoft Office 365 skills.

Desirable:

Certificate IV in Training and Education





KEY PERFORMANCE INDICATORS

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

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.
- 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.

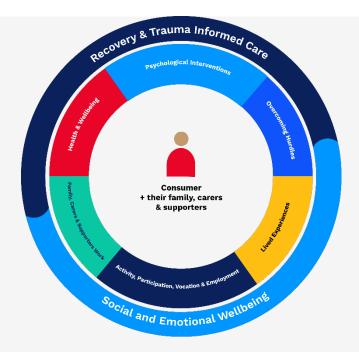
ACCEPTANCE

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.

Employ	/ee Signatu	re						
Employ	/ee Name (¡	please p	orint)					
	1	1						
Date								







Community Core and Specific Evidence-Based Practice

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