The Royal Melbourne Hospital









Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team

Position Description

Registered Mental Health Nurse | Grade 2

The Royal Melbourne Hospital

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.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive for excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

Strategic Pillars

Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability.

The Royal Melbourne Hospital

Position Description

Position Title:	Registered Mental Health Nurse | Grade 2 Mental
Service:	Health Services
Location:	The RMH Parkville
Reports To:	Nurse Unit Manager
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification:	RPN Grade 2 Year 3 – Year 8 (Based on experience)
Employment Status:	Full-time fixed-term
Immunisation Risk Category:	Category A
Date of Review:	November 2026

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. 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.

This position is based at **John Cade Adult Acute Inpatient Unit at the Royal Melbourne Hospital, Parkville Campus**. It provides Registered Psychiatric Nurses (RPNs) with valuable post-registration experience, along with ongoing clinical support, professional development opportunities, education and training to further enhance their skills in acute inpatient mental health nursing.

The successful applicant will demonstrate a strong commitment to supporting consumers to achieve and maintain the best possible physical health outcomes. They will have an understanding of evidence-based practice and its application within acute mental health settings. The role requires comprehensive knowledge of the **Mental Health Act** and other relevant legislation, as well as proven skills in risk assessment, mental state assessment, person-centred care planning, and the delivery of acute mental health nursing care within a strengths-based, recovery-focused framework.

The RPN will possess well-developed interpersonal and communication skills, enabling effective consultation, collaboration, and negotiation with consumers, carers, family members, and members of the multidisciplinary team. The successful candidate will be a highly motivated and self-directed professional who is committed to providing high-quality, consumer-focused care. They will work collaboratively within a team environment while maintaining initiative and accountability in their practice.
This position operates on a rotating shift roster.

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.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Contribute to the multi-disciplinary team in assessing, planning and evaluating treatment plans.
- Provide nursing specific interventions.
- Work within the guiding principles of trauma-informed and least restrictive care.
- Practice according to the Safewards model and contribute to the practice of others.
- Operate within the legal frameworks e.g. Mental Health and Wellbeing Act 2022; Drugs, Poisons and Controlled Substances Act 1981.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager
- Program Manager
- Clinical Nurse Consultants
- Mental Health Intensive Care Area Clinicians
- Clinical Nurse Educators
- Multi-disciplinary team
- Director of Nursing & Operations

External

- Colleagues outside of the ward
- Chief Mental Health Nurse
- External healthcare providers

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's degree in Psychiatric/Mental Health Nursing or equivalent, or, bachelor's 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.
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment.
- Excellent organisational, verbal communication and interpersonal skills.
- Proven clinical ability and relevant experience in mental health nursing.
- Working knowledge and understanding of the Mental Health and Wellbeing Act 2022 and other relevant legislation, policies and strategic directions of public mental health services.
- Demonstrated capacity and initiative to work with limited direction.
- A knowledge of professional supervision and evidence-based practice.
- A knowledge of NSQHS Standards and relevance to nursing practice in mental health.
- Knowledge of the ACMHN Nursing Standards.
- Ability to provide high-quality education in mental health nursing to student nurses.
- Demonstrated commitment to ongoing professional development.
- An understanding of and commitment to the philosophical foundations, processes and environments that support recovery.
- Ability to function effectively as part of a multidisciplinary team.
- Ability to engage, liaise and consult with relevant family members and carers as well as a broad range of health professionals and community agencies.

Note: Role involves rostered shifts, across 7 days of the week; including weekend and night duty.

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

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.

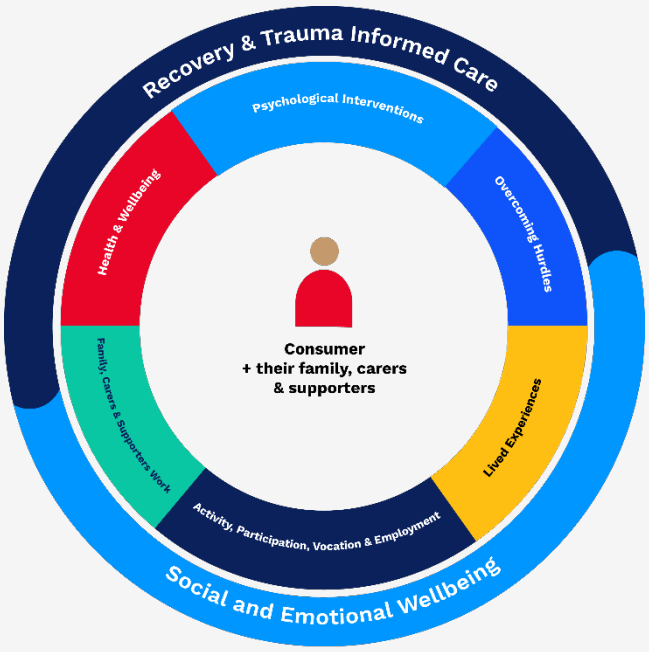
ACCEPTANCE

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