

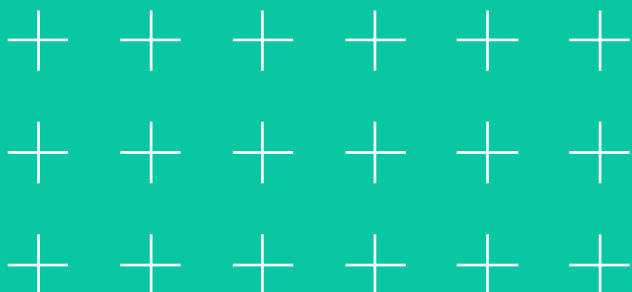


**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Associate Nurse Unit Manager- RPN
Grade 3**

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.

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

The Associate Nurse Unit Manager (ANUM) is a senior clinical and operational nursing leader responsible for coordinating the delivery of safe, high-quality, person-centred and recovery-oriented care within the John Cade Adult Acute Inpatient Unit.

Working in partnership with the Nurse Unit Manager (NUM) and multidisciplinary team, the ANUM provides clinical leadership and operational coordination of the unit on a shift-by-shift basis. This includes oversight of patient care, clinical risk and safety, patient flow and bed management, staffing and skill mix, and the effective use of unit resources within their delegated authority.

The ANUM provides visible and accessible leadership to the nursing team, supporting sound clinical decision-making, effective communication, professional practice and a positive workplace culture. As a member of the inpatient leadership team, the ANUM is expected to role model professional standards and organisational values, promote accountability and contribute to consistently high standards of nursing care.

The ANUM works collaboratively with consumers, families, carers and the multidisciplinary team to support comprehensive assessment, treatment, recovery and timely transitions of care. The role promotes care that is trauma-informed, culturally safe and responsive to the individual needs, preferences and circumstances of consumers and their families and carers.

In the absence of the Nurse Unit Manager, the ANUM may act as the NUM's authorised delegate within the scope of delegated authority.

- Promote a culture of clinical governance, continuous quality improvement and evidence-informed practice.
- Ensure clinical and operational incidents and risks are appropriately identified, reported, escalated and responded to in accordance with RMH requirements.

Internal

- ## External

- Mental Health Bed Access Clinician (MHBAC)
- Director of Nursing & Operations
- RMH MHS General Manager
- Director of Clinical Services

Formal Qualifications

Registered Psychiatric Nurses:

- o Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- o Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Essential:

- Excellent organisation, verbal communication and interpersonal skills.
- Proven clinical ability and relevant experience in psychiatry.
- Working knowledge and understanding of the Mental Health Act and other relevant legislation, policies and strategic directions of Public Mental Health Services.
- Demonstrated capacity and initiative to work with limited direction.
- Ability to problem solve, negotiate and communicate with staff and other service providers.
- 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 Psychiatric 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
- 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.
- Work in accordance with the letter of appointment.
- Travel throughout the catchment area and across service sites may be required.
- 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.
- Ability to function effectively as part of a multidisciplinary team

- Desirable:

- Aboriginal and Torres Strait Islanders are highly encouraged to apply
- Experience in working with ACCHO and Aboriginal Communities and Families
- Current Drivers Licence
- Excellent computer/IT skills

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

- 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.

- **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.

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.

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