

## Position Description

Position Title	Clinical Specialist
Position Number	30028205
Division	Clinical Operations
Department	Psychiatry Older Persons
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Psych Nurse Grade 4 Y1-Y3
Classification Code	NP75-NP77
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

## The Position

The Clinical Specialist Nurse is a registered psychiatric nurse based in an inpatient unit to contribute to the training and development of nursing and direct-care staff through direct care as a sole practitioner to patients.

The role will contribute to building an appropriately skilled workforce by utilising advanced clinical nursing knowledge to train and mentor nurses and influence quality patient care through modelling nursing interventions with patients in the unit

## **Responsibilities and Accountabilities**

### **Key Responsibilities**

- Undertake clinical consultancy and provide direct care in wards or direct-care programs as a sole practitioner reporting to a more senior clinical manager. The primary focus is clinical services to patients
- Conduct research projects into clinical matters, under the broad direction of a more senior clinical manager
- Utilise advanced clinical nursing knowledge and skills to influence quality of care within a specialised aspect of nursing practice across a number of wards or programs
- Be responsible for maintaining state of the art knowledge of the nursing specialty
- Contribute to the training, orientation and development of post graduate and undergraduate nursing and direct-care staff within the unit
- Contribute to development and evaluation of Safewards and Reducing Restrictive Interventions programs
- Contribute to the on-going development of nursing education and practice by having input to internal and external committees and working parties

### **Key Selection Criteria**

#### **Essential**

1. Post graduate diploma in Mental Health or related field; or
2. completed a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a Division 3 Nurse
3. Extensive experience, usually at least five years, and advanced clinical knowledge and an understanding of the Mental Health Act 2014, knowledge of other relevant legislation and state-side Psychiatric Service Frameworks Procedures and guidelines and Bendigo Health policy and procedures, and their application to clinical practice
4. Demonstrated high level experience & skills in psychiatric nursing practice in a range of clinical settings
5. Experience in the clinical supervision of nursing students and registered nurses in psychiatric settings, demonstrated evidence of participation in education and training to other staff, and commitment to ongoing professional development
6. A sound understanding of psychiatric nursing standards of practice along with knowledge of strategies that promote appropriate care for people who present with mental health needs
7. Extensive experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies
8. Demonstrated evidence of participation in education and training to other staff, and commitment to ongoing professional development

9. High level computer and data entry skills
10. High level of organisational, leadership, communication and interpersonal skills
11. Excellent verbal and written communication and interpersonal skills, with ability to engage effectively with a range of consumers, their carers, including those from culturally and linguistically diverse backgrounds.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*