

Position Description

Position Title	Psychiatric Clinical Nurse Specialist / Registered Psychiatric Nurse Grade 2 Advanced
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G2 Advanced or Psych Clinical Nurse Specialist
Classification Code	PC11 or NP29
Reports to	Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

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

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Psychiatric Clinical Nurse Specialist position supports the transition of new nursing graduates and undergraduates nursing students on clinical placement within Psychiatric Services Bendigo Health. The PCNS position plays a very important role in the ongoing development and education of clinical practice for all staff within the inpatient unit in which they undertake their duties.

The PCNS supports the clinical learning in a practical and applied way as well as contributing to a positive culture of learning within the inpatient setting. The PCNS is a vital member of the leadership team within the inpatient unit and is an active member of the Psychiatric Services Professional Education team. PCNS reflect the values of the Nursing Division by acting as a positive role model for other staff by promoting excellence in practice and education. Whilst applicants would generally be expected to have two years' experience at the RPN 2 level to adequately meet the skill criteria, an RPN 2 may apply for the PCNS classification after completion of 12 months experience.

Responsibilities and Accountabilities

Key Responsibilities

- Provide leadership and direction and act as a positive role model, providing mentorship / preceptorship to less experienced nurses, including graduate nurses and under-graduate nursing students.
- Assume responsibility as a self-directed professional for continuing education and maintain expertise and currency with health care trends and nursing practice.
- Encourage an active learning environment in which competencies are maintained and improved consistent with current nursing knowledge and research.
- Liaise with ward staff, management and educators regarding graduate nurse progress, conduct assessments of student and graduate nurse competence, and attend regular meetings with Course Coordinators and other educators to discuss progress, direction and education process.
- Provide direct orientation, clinical support, instruction and supervision as needed to new employees, graduate nurses and undergraduate students of nursing.
- Willingness to undertake higher duties as directed.
- Undertake (nursing) mental state, social state and physical assessments of patients, which will assist with recommendations for formulation of Individual treatment/recovery plans.
- Assist in the planning, delivery and evaluation of a high standard of nursing care in consultation with the health care team, patients and carers.
- To provide safe customer-focussed patient care in a multidisciplinary environment.
- Provide effective communication so as to include the patients' carers and the multi-disciplinary team in the immediate and ongoing health care.
- Assess the need for and provide health education for patients and their carers.
- Refer relevant and important issues to the Senior Nurse on duty or other health care team members.
- Ensure the accurate documentation of client records during the shift.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

Refer to the attached information sheet.

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.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- 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.