

Position Description

Position Title	Clinical Practice Safety Lead
Position Number	30009485
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3
Classification Code	NP75 – NP77
Reports to	Psychiatry Older Persons
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record 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

Mental Health Services are committed to providing services which are recovery focused, promoting self-determination and collaboration with consumers, families and carers. The Clinical Safety Practice (CSP) Lead provides subject matter expertise and coordination of integrated strategies to reduce or eliminate restrictive practices and support clinical interventions and safe practice environments. The Practice Lead draws on the DoH Reducing Restrictive Practices program, Safewards and project implementation and education frameworks to assist consistent approaches to care provision and workforce development programs.

The role provides practical time and expertise to assist the Unit Managers, Clinical Managers, Clinical Specialist Nurses and ANUMs to support practice development and provide high quality mental health care.

Working with a local action plan the Practice Lead will provide needs-based practice support and capacity building across all mental health inpatient units as part of the healthcare service teams. The Practice Lead will also support practice initiatives to support reduction in restrictive interventions for mental health patients in the Emergency Department as well as contribute to improving gender and sexual safety across all mental health inpatient units by strengthening gender-sensitive practice, enhancing sexual safety, building staff capability and supporting consistent incident responses. The role will work closely with the Mental Health Professional Development Unit (MHPDU) and have management oversight by the Manager of Older Person Acute Unit (OPAU). The position/s will report clinically to the unit where the work support is being provided.

All units are staffed by a multi-disciplinary team made up of Psychiatrists, Medical Officers, Nursing staff, Occupational Therapists, Social Workers and lived and living experience Carer & Consumer roles, incorporating aspects of the Safewards model and utilising the associated interventions. The Practice Lead will support the delivery of service in accordance with each Mental Health Unit's model of care, the Mental Health Act 2014 and Children, Youth and Families Act, and in accordance with Bendigo Health's vision, values and Policies & Procedures.

Senior clinicians at Bendigo Health should have, or aspire, to, the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

Responsibilities and Accountabilities

Key Responsibilities

- In conjunction with senior staff implement and coordinate a program of integrated strategies to reduce restrictive practices with in Mental Health Services, with a primary focus on psychiatry inpatient units and mental health patients accessing Bendigo Health Emergency Department and a secondary influence on whole of service.

- Maintain a highly visible and supportive presence alongside nursing staff in the clinical areas and on occasions undertake advanced direct patient care in order to act as role model to provide support and mentorship.
- Provide a leadership role and foster safe working practices and environment in order to embedded and maintain the Safewards model and application to clinical practice.
- Facilitate assessment and review of restrictive practices and promotion of innovative and effective practices.
- Contribute to professional support, education and training for Mental Health Services staff, including: Safewards, RRI, Occupational Violence (Create Workplace Safety) and other related programs
- Lead practice development and consistent incident response processes to strengthen gender-sensitive care and ensure safe, respectful environments across all mental health inpatient units and the Emergency Department.
- Review and develop policies related to the optimal management of de-escalation and clinical aggression as appropriate and other relevant policy and procedure.
- Provide primary and secondary consultation and advice via relevant committees in relation to de-escalation and managing clinical aggression and promoting safe practice.
- Monitor and coordinate an evaluation framework for the program and measure the impact on the levels of clinical aggression.
- Monitor and advise on standards of care to reduce restrictive practice within Mental Health Services and develop strategies to meet identified needs.
- Support and undertake capacity building projects that align with the program objective and as appropriate for the role.

Key Selection Criteria

Essential

1. Registered Nurse with Australian Health Practitioners Regulation Agency (AHPRA) with Post Graduate Diploma in a relevant mental health course or equivalent professional standing/experience or undergraduate specialisation with post graduate qualifications
2. Minimum five years with high level experience & skills in psychiatric nursing practice in a range of clinical settings
3. Experience and expert understanding in the management of de-escalation and clinical aggression theory and practice
4. A sound understanding of inpatient treatment and care and psychiatric nursing standards of practice
5. Advanced communication skills with ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners
6. Demonstrated ability to effectively lead, plan, implement and coordinate projects and practice development programs

7. Information technology skills and a familiarity with a range of computer software programs relevant to the role and aptitude to utilise online platforms

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.