

Position Description

Position Title	Registered Nurse - Mental Health Transition
Position Number	30025586
Division	Clinical Operations
Department	Mental Health & Wellbeing Services
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Registered Nurse
Classification Code	NP21 - NP70
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check (Depends on rotations) • 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](#)

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

All units are staffed by a multi-disciplinary team made up of Psychiatrists, Medical Officers, Nursing staff, Occupational Therapists, Carer & Consumer roles and Social Workers, incorporating aspects of the Safewards model utilising the associated interventions.

The Transition to Mental Health Nurse Program aims to support registered nurses to develop the skills, knowledge, applied experience and values to become effective members of the mental health & wellbeing nurse workforce. Transition to Mental Health Nurse Program involves work placement in mental health settings and a combination of up to 12 paid professional development days, clinical preceptorship, group and individual clinical supervision. The program can also attract 30 credit points towards the Master of Mental Health Nursing course at La Trobe University, which is an optional study choice for applicants to this position. Registered Nurses are supported to attend the professional development days in which practical material is delivered to augment clinical experience and to assist in achieving competency tasks. Transition Nurse clinical placements over the year focus on in-patient settings and if available can include support for either a placement or experiential days being available in community programs.

Responsibilities and Accountabilities

Key Responsibilities

- To assist in the planning, delivery and evaluation of high standard nursing care in consultation with the health care team, patient/resident and carers
- To provide safe customer-focussed patient care in an interdisciplinary environment
- To develop and maintain professional nursing standards and practice
- To complete all mental health registered nurse transition competency tasks and attend all professional development days plus identify continual learning needs through reflective practice
- To engage in effective communication so as to include the patient/resident, carers/family and the inter-disciplinary team in the immediate and ongoing health care
- To assess the need for, and provide, health education for patients/residents and their carers/family within the scope of practice for the beginning practitioner
- To refer relevant, significant and important issues to preceptor, clinical support nurses, educators, senior staff or appropriate health care team members in a timely manner
- Under the leadership and direction of experienced nurses, act as a positive role model to undergraduate nursing students
- Undertake (nursing) mental state, social state and physical assessments of patients, which will assist with recommendations for formulation of individual treatment/recovery plans and ensure accurate documentation of client records
- To be aware of Bendigo Health policies and practice in accordance with these
- 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

1. Registration with AHPRA and demonstrated knowledge of the Nursing and Midwifery Board of Australia National competency standards, Code of ethics and Code of professional conduct for nurses in Australia
2. Demonstrated application of nursing knowledge to safe clinical practice
3. Understanding of recovery-oriented principles and values

4. Demonstrated critical and reflective thinking skills to contribute to clinical decision making including an understanding and skilled ability to respond appropriately to the special needs of patients affected by mental illness
5. Demonstrated interpersonal and communication skills to effectively interact and communicate with a diverse range of people
6. Knowledge and an understanding of the key principles of Mental Health & Wellbeing Act of Victoria 2022
7. An understanding of the importance and commitment to an interdisciplinary team approach to health care
8. A willingness, ability and commitment to learn and contribute to further self-development and education

Desirable

9. Awareness and understanding of trauma informed, recovery orientated care and the *Safewards* model of care and applying this to practice

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.