

Position Description

Position Title:	Registered Psychiatric Nurse - GSSM Local Mental Health
Reports to:	Manager – Access Team
Department:	MHS Administration
Directorate:	CNMO, Quality, Mental Health and Wellbeing
Cost centre:	H0492
Code & classification:	Registered Psychiatric Nurse, Grade 4, Years 1 - 3 (NP75 – NP77)
Employment conditions:	Victorian Public Mental Health Services Enterprise Agreement 2025 – 2028 and its successors, and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

Greater Shepparton, Strathbogie & Moira Adult and Older Adult Local Mental Health and Wellbeing Service (GSSM Local)

The Mental Health and Wellbeing Locals are an important part of Victoria's mental health and wellbeing reform. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals. The Greater Shepparton, Strathbogie & Moira Mental Health and Wellbeing Local has been established since December 2023 as part of tranche 2 roll out of this major reform.

Mental Health and Wellbeing Locals (MH&WB Locals) are a free and easy to access service, with no referral required. Importantly, these new services are based on a no wrong door philosophy focused on 'how can we help you? We aim to give choice and control over how the participant wants to receive their support based on their individually identified needs.

The GSSM MH&WB Local will ensure it is easier for the participant to access the support they need, closer to home and may choose to involve family, carers, and natural supports.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

For Greater Shepparton, Strathbogie and Moira LGAs, Wellways leads a strong consortium with APMHA Healthcare and GV Health. This partnership works strategically to ensure the Local Service offers an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol & other drug support needs and physical health co-morbidities. Support is extended to participants their identified family, carers, and nominated natural supports.

Wellways: is a respected Australian mental health, wellbeing and carer service that comprises of teams of wellbeing workers, clinical consultants, support workers, peer workers and counsellors who are dedicated to ensuring all the people they serve have opportunities to fully participate in the community. Wellways have more than 40 years' experience working with individuals, families, carers and the community to identify their needs and goals and attain a great life in their community.

APMHA HealthCare: is a Not-For-Profit company whose focus primarily revolves around primary mental health care within a Stepped Mental Health framework. They provide intake, triage, secondary consultation and clinical and psychological services for a variety of funders through nominated program streams by a diverse and experienced professional workforce across Australia.

Working Together - How We Will Deliver Services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares governance, creating a responsive, flexible and helpful service for participants.

The Local will operate seven days a week in the future, with extended operating hours to support a flexible and responsive service. The Local Service model will provide integrated clinical support, care, and wellbeing support to participants and their family members, carers and identified natural support network. The provided services will be in response to the participants identified needs due to their mental health challenges, &/or co-occurring issue such as substance use or physical health co-morbidities. By providing a full bio-psycho-social approach, this approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local Services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local Services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Commitment to Reconciliation

The GSSM Local acknowledges that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations, and that their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are

both welcoming and helpful for people and their families. As part of our commitment to reconciliation we are working to create culturally aware and safe services for First Nations Community Members.

POSITION SUMMARY

The GSSM Local Senior Mental Health Nurse will work as part of the multi-disciplinary team providing specialist mental health nursing assessment, therapeutic intervention, care and support to people accessing the GSSM Local. They will be part of a team of mental health & wellbeing clinicians and lived experience staff who provide a “new front door” service to all adults seeking mental health and alcohol & other drug interventions and support within the Goulburn Valley area

The GSSM Local Senior Mental Health Nurse will work in tandem with other clinical and lived experience staff to assist consumers to access the full range of interventions across the care continuum. They will work with the range of factors affecting consumers within the scope of their practice including cognitive, occupational, physical and social matters to deliver consumer focused therapeutic approaches for recovery oriented, evidence-based care.

The GSSM Local Senior Mental Health Nurse will have a day to day operational report to the GSSM Local Towards Change Team Leader and an organisational report to the GV Health Access Team Manager who will be responsible for a range of management functions including GV health induction, professional development reviews, leave management, performance management, mandatory training and rostering.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Provide consumer focused, safe and high-quality comprehensive health assessment including mental status examination and risk assessment
- Formulation of person-centred mental health treatment, care and support plans ensuring high-quality risk assessment /mitigation strategies with a focus on the outcomes / goals and wishes provided by the consumer, carers and (where indicated) broader social network.
- Promote active involvement of consumers, carers and other relevant agencies in the processes of consumer assessment, care, treatment planning and service delivery
- Use advanced clinical nursing knowledge to undertake AOD screening and assessment of substance use/withdrawal within the principles of an integrated mental health and AOD treatment approach.
- Ensure the timely and effective response to changes and deterioration in consumer presentations
- Actively participate in regular multi-disciplinary team clinical discussion and planning meetings
- Develop and maintain therapeutic and professional relationships with consumers and carers
- Provide education regarding mental illness, its treatment and management for consumers, families, carers, and other key individuals and agencies
- Supervise students on placement
- Use advanced clinical mental health nursing knowledge to provide therapeutic services in keeping with the mental health and wellbeing principles of the Victorian Mental Health and Wellbeing Act 2022.
- Provide clinical nursing support and advice to the multidisciplinary team and participate in GSSM Local multi-disciplinary clinical review meetings and care planning processes
- Maintain high quality, accurate and current clinical records ensuring documentation meets professional and legal standards
- Participate in the development and implementation of quality improvement activities to ensure that services provided by the GSSM Local meet relevant best practice standards

- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines
 - Communicate collaboratively, inclusively and respectfully with all members of the health care team including members of the Lived and Living Experience Workforce to achieve desired consumer outcomes
 - Maintain a strong working relationship with GSSM Local Partners (Wellways and APMHA HealthCare).
 - Ensure consumer feedback and complaints are responded to in a timely way and in accordance with GV Health and GSSM Local procedure.
 - Uphold and protect consumer rights and continually practice to the principles of open disclosure
 - Assist in the maintenance of Occupational Health and Safety in the work place
 - Provide support and consultation to other team members to assist their duty performance
 - Participate in weekend and extended hour roster as required
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KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse Division 1.
- Postgraduate Diploma (or higher) in Mental Health Nursing (or equivalent/related field).

Essential:

- Highly developed specialist mental health nursing clinical and therapeutic skills stemming from experience in community-based mental health nursing, community liaison and the development of community networks.
- Relevant experience and demonstrated skills in the principles and practice of working with people with severe mental illness, psychological distress and alcohol and other drug misuse/addiction issues.
- Expert understanding of the Mental Health & Wellbeing Act 2022.
- A demonstrated ability to work both autonomously and as part of a multi-disciplinary team in a community mental health setting
- Highly developed communication and interpersonal skills with experience collaborating with other service providers, community agencies, consumer and carer groups.
- Proven ability to communicate effectively with consumers, their families and stakeholders in both culturally and diversity safe ways.
- Computer and system literacy.
- A current Victoria Driver's licence.
- NDIS Worker Screening Clearance

Desirable:

- Postgraduate diploma or qualifications (or working towards) in Alcohol and Other Drugs
 - 5+ years-experience working in Mental Health and Wellbeing
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
 - Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
 - Ongoing Nursing Registration and within scope clinical practice.
 - 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
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AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
 - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
 - Development and maintaining of collaborative relationships with all other teams and professionals;
 - This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
 - Maintain a safe working environment for yourself, your colleagues and members of the public;
 - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
 - Contribute to organisational quality and safety initiatives;
 - Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
 - Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
 - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
 - Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
 - Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
 - Comply with the principles of patient and family centred care;
 - Not smoke or vape on GV Health premises;
 - Comply with immunisation requirements as per the Department of Health Victoria;
 - Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.
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ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

CNMO, Quality, Mental Health and Wellbeing	Registered Psychiatric Nurse – GSSM Local Mental Health
Reviewed by:	Manager – Access Team
Issue Date:	October 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)