

## ORGANISATIONAL OVERVIEW

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### Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

### Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

### Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

## **Our Priorities:**

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

## **Safety, Quality and Clinical Governance at Northern Health:**

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

## **Commitment to Child Safety at Northern Health:**

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

### Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

### Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



## POSITION DESCRIPTION

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<b>Position Title:</b>	Mental Health Intensive Care Area Response (MHICAR) Senior Clinician
<b>Business Unit/Division:</b>	Mental Health Division
<b>Award Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
<b>Classification:</b>	RPN4
<b>Employment Type:</b>	Part Time
<b>Reports to:</b>	Program Manager
<b>Date Prepared/Updated:</b>	April 2026

## ROLE STATEMENT

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### General Role Statement:

The MHICAR Clinician provides specialist nursing leadership and support within the Broadmeadows Inpatient Psychiatric Unit (BIPU), ensuring the delivery of high-quality care to consumers experiencing acute distress and complex mental health needs. The role focuses on working with the multidisciplinary team to provide safe, therapeutic, and recovery-oriented care during periods of heightened risk.

### This position is responsible for:

Working in partnership with the Programme Manager, Clinical Nurse Consultant (CNC) and multidisciplinary team, the MHICAR Clinician supports the implementation of key Department of Health frameworks, including Safewards and the elimination of restrictive interventions.

The role also contributes to workforce capability through mentorship, role modelling, and clinical support, promoting best practice in risk management and trauma-informed care.

### All employees:

#### Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.

- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

## KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

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### Leadership:

- Provide a collaborative leadership approach with the clinical team to proactively engage with a consumer who may require increased assessment and care planning, setting clinical standards for the use of restrictive interventions such as seclusion or physical restraint.
- Provide clinical leadership that role models the exploration of all possible approaches to managing the consumer's distress, including sensory-based calming approaches, trauma-informed de-escalation strategies, understanding of potential triggers, preferred calming techniques.
- To provide expertise in the use of pharmacological protocols supporting responsive, preventative and evaluated measures
- Provide leadership to support staff wellbeing and to reduce incidents of occupation violence and aggression.
- Demonstration of Northern Health values, being a role model for living the values
- Contributes towards the implementation of clinical frameworks such as; Safewards, Mental Health Intensive Care Framework and Elimination of Restrictive Interventions on inpatient unit
- Provides mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.
- Participate and promote the Nursing support model

### Strategic and Project Management Leadership:

- Works collaboratively with the multidisciplinary team to ensure delivery of efficient, effective and responsive services.
- In collaboration with the Program Manager, facilitates the incorporation of the roles of lived experience workforce into the clinical processes of the inpatient program.
- Contributes to transparent and principled conflict resolution processes amongst the multidisciplinary team.
- Be an active part of a team of senior nurses that will work together with the psychiatrists and allied health team to achieve improved outcomes for the consumer.
- Excellent communication skills: written, verbal and interpersonal with demonstrated ability to collaborate and work as an effective team member at a local and organisational level to deliver organisational outcomes
- Take a lead in any clinical project/practice change being introduced to the team and work closely with the Clinical Nurse Educator, Clinical Nurse Consultant, Manager and Lead Consultant e.g. Safe Wards, Safety First Initiatives, Sensory Modulation, DASA, Clinical audits, Accreditation standards

### Organisation-Wide Contribution:

- Provide clinical supervision to clinicians and coaching and support to ensure clinical competency and professional development
- Provide a point of triage for the service to ensure the integrity of appropriate referrals

- To provide specialist nursing input through provision of assessment and consultation, regarding consumers in an acute phase of a mental illness
- Participate in review and reporting of Riskmans related to BIPU
- As part of the BIPU Leadership group MHICAR clinicians are required to be involved, and supportive of, any practice change and service improvements. This includes supporting staff through any change and implementation process.
- Contribute to a positive safety culture within the workplace.

#### **Diversity and Inclusion:**

- Support achievement of Northern Health's Cultural responsiveness plan
- Demonstrate the Northern Health Values

#### **Innovation and Culture Change:**

- Demonstrate strong ongoing commitment to their own professional development
- Participate in clinical service development activities within the Team, encourages and support quality initiatives and research.
- Contribute to the ongoing development and maintenance of a therapeutic environment and a collaborative team atmosphere.
- Promote a friendly, respectful and collaborative environment within the BIPU Team and across the AHMS

## **SELECTION CRITERIA**

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#### **Qualifications, Registrations and Qualities:**

- Registered Psychiatric Nurses:
- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing
- Postgraduate qualification in Psychiatric/Mental Health Nursing
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis and being fully vaccinated against Covid-19. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

#### **Experience:**

- Experience in a nursing leadership role RPN3 (3+ years) or above.
- Able to role model for exemplary interpersonal communication
- Knowledge and skills in trauma-informed care, sensory modulation and safewards
- Experience of project evaluation and measurement

**Knowledge, Skills and Behaviours:**

- A working knowledge of MHWA and other relevant legislation
- Knowledge and skills in trauma-informed care, sensory modulation and Safewards
- Experience in a nursing leadership role RPN3 or above.
- Ability to physically participate in being a credentialed PAMOVA.
- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.

Employee Declaration

I  have read, understood and accept the above Position Description.  
(Please print name)

Signature:  Date: