

ORGANISATIONAL OVERVIEW

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

Position Title:	Prevention and Management of OVA Coordinator – Mental Health Division
Business Unit/Division:	Mental Health Division
Award Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification:	NP51 - RPN Grade 5
Employment Type:	0.6 EFT Fixed for 14 Months
Reports to:	Director of Nursing Mental Health Division
Date Prepared/Updated:	July 2026

ROLE STATEMENT

General Role Statement:

This role coordinates the Prevention and Management of OVA Training Program for the Northern Health Division of Mental Health. It includes the oversight and delivery of training as well as assessing training outcomes and participating in an ongoing evaluation process. The position works closely with the Northern Health acute and sub - acute setting PAMOVA coordinator. The Prevention and Management of OVA Coordinator role will also contribute to the strategic direction for the ongoing development of the program including the training model and project aims, as well as creating and providing reports to relevant committees.

The objective of Prevention and Management of OVA training is to prevent, minimise and therapeutically manage the impact of aggressive or violent incidents that may occur through the course of a clinician's work. The Coordinator oversees and delivers a range of tailored training workshops designed to meet the diverse and area specific concerns of the clinical and non-clinical workforce at risk of exposure from aggressive behaviour exhibited by patients of Northern Health. These workshops vary in duration and include physical interventions that may be utilised in situations where there is an emerging safety risk or imminent threat towards the safety of staff and clients of Northern Health. These interventions are standardised across Northern Health, adhere to a core set of principles that are approved for use within the service and in line with Safe Wards and the reduction of restrictive interventions. The role will support the development of PAMOVA programmes across Northern Health with a specific focus on the ED setting.

The Coordinator will monitor, evaluate and review the Program, making recommendations for changes and updates as required. Accordingly, the coordinator will liaise directly with the Prevention and Management of OVA steering committee, Northern Health OH&S and also advise, through the Northern Health Mental Health Director of Nursing, on matters regarding clinical aggression as they pertain to service development and clinical practice standards

This position is responsible for:

- Maintaining the established endorsement process for the Prevention and Management of OVA trainers
- Focus on reviewing and developing a Northern Health approach to the prevention and management of OVA and ensures that the program is line with best practice examples
- Coordinate activities relating to the implementation of the Prevention and Management of OVA training program including training records

- Oversight of the registration process that supports attendance to Prevention and Management of OVA training
- Contribute, when required, to Nursing Education and other relevant workforce learning initiatives as it relates to the management of clinical aggression.
- Translating the training into Practice- supports the facilitation of local consolidation sessions and drills across Northern Health Mental Health Division to ensure that staff remain skilled and have opportunities to rehearse prevention and management of OVA responses.
- Ensure training is delivered in a safe manner that reflects the Northern Health values of Safe, Kind and Together.
- Representing MH PAMOVA at relevant meetings and committees

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

Leadership

- Brings confidence to the role, and strong influencing capability
- Can build, lead, nurture and empower impactful teams
- Demonstrates high level communication and interpersonal skills
- Is innovative, resourceful and adaptive to change
- Ability to implement, evaluate and sustain change within an evidence-based framework

Organisation-Wide Contribution:

- Demonstrates commitment to organisational change
- Ensures records pertaining to PAMOVA are maintained in LMS
- Participates in and or leads in quality improvement activities related to PAMOVA
- Maintains a consistent approach to the PAMOVA principles across Northern Health

Diversity and Inclusion:

- Commit to the principles of Person-Centred Care and to embedding these principles in all elements of service provision
- Exhibit customer service behaviours in all interactions with internal and external customers
- Work with consumers to improve the safety and quality of services
- Support achievement of Northern Health's Cultural Responsiveness Plan
- Promote a physical and psychosocial environment which promotes the safety and wellness of staff • Innovation and Culture Change

Innovation and Culture Change:

- Builds capacity across Northern Health to equip staff with PAMOVA skills
- Review and evaluate PAMOVA training approach in an ongoing way
- Identify research opportunities

SELECTION CRITERIA**Qualifications, Registrations and Qualities:**

- 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 plus a minimum of a Postgraduate Diploma qualification in Psychiatric/Mental Health Nursing.
- Current National Police and Working with Children History Check.

Experience:

- Minimum five (5) years post registration experience across a range of clinical services
- Substantial experience in the development, implementation and evaluation of individual and group professional development activities to clinicians

Knowledge, Skills and Behaviours:

- A working knowledge of the professional standards including: National Competency Standards for the Registered Nurse; ACMHN Standards of Nursing practice;
- Previous OVA training as a trainer or the capacity to develop the skills required for training in the Prevention and Management of OVA
- A current driver's license
- A current National Police check

Employee Declaration

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

Signature:

Date: