

Position Description

Position Title:	Clinical Nurse Educator– Mental Health (Safewards, RRI and OVA)
Reports to:	Senior Mental Health Nurse
Department:	Nursing and Staff Development
Directorate:	Community Care & Mental Health & Chief Allied Health Officer
Cost centre:	H0856
Code & classification:	Registered Psychiatric Nurse Grade 4, Years 1 – 3 (NP75 – NP77)
Employment conditions:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028 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).

POSITION SUMMARY

Clinical Nurse Educator (Safewards, RRI and OVA) reports directly to the Senior Mental Health Nurse within the Goulburn valley Area Mental Health & Wellbeing service (GVAMHWS) Professional Development team. The Clinical Nurse Educator provides senior clinical and educational leadership to support the implementation, sustainability and continuous improvement of Safewards, Reducing Restrictive Interventions (RRI) and Occupational Violence and Aggression (OVA) practices across the service.

The role focuses on workforce capability development, practice improvement and cultural change through education, coaching, consultation and role modelling. Working in partnership with Nurse Unit Managers (NUMs), senior clinicians and service leadership, the role supports safe, therapeutic environments that reduce conflict, restrictive practices and occupational violence, and promote recovery-oriented, trauma-informed care.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Supporting early career nurses
- Plan, deliver and evaluate education related to Safewards, RRI and OVA, aligned with evidence-based practice, legislation and organisational priorities.
- Facilitate orientation, refresher and targeted training to build staff capability in de-escalation and relational practice, with support tailored to early-career nurses.
- Provide practice-based coaching and role modelling to support application of Safewards interventions, RRI and OVA in clinical settings.
- Support translation of theory into practice through reflective discussion, coaching and structured debriefs, particularly for early-career nurses.

- Act as a visible clinical role model during high-risk or challenging situations demonstrating calm, therapeutic engagement.
- Support implementation and sustainability of Safewards interventions across services.
- Promote RRI principles and support reduction of restrictive practices through education and practice development.
- Lead change initiatives using trauma-informed, inclusive and emotionally intelligent approaches.
- Support staff engagement, wellbeing and resilience, recognising varying experience levels, including early-career nurses.
- Contribute to evaluation and continuous improvement through feedback, incident review and quality improvement activities.

PERSONAL QUALITIES AND CAPABILITIES

- Demonstrates advanced self-awareness, adapting teaching style, communication and leadership behaviours to effectively influence learner engagement, team culture and clinical practice.
- Maintains emotional composure, reflective practice and sound judgement when managing competing educational, clinical and organisational demands.
- Leads with strong intrinsic motivation and professional credibility, driving education initiatives aligned with service priorities, quality improvement and workforce capability.
- Develops staff capability through coaching, mentoring and facilitation of learning and supporting reflective practice.
- Manages conflict, resistance to learning and performance concerns sensitively and constructively, collaborating with NUMs and other leaders as required.
- Self-motivated with high level of communication, teamwork and time management skills.
- Ability to actively listen, sensitively respond and understand others' perspectives
- Support the development of others by acknowledging the achievement and development as well as acting as a resource and assisting colleagues to grow and develop their skills
- Develop and maintain appropriate professional working relationships with members of the multi-disciplinary team and external service providers
- Collaboration and cooperation skills are highly developed and are able to work with others toward shared goals
- Effectively works as part of a team and models team qualities like respect, helpfulness and cooperation.

KEY SELECTION CRITERIA

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

- Registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) through Australian Health Practitioners Regulation Agency (AHPRA)
- Post graduate diploma or Masters degree in Mental Health Nursing

Essential:

- At least 5 years' experience working in Mental Health Nursing with strong knowledge of strategies to reduce restrictive interventions, manage OVA, and promote recovery-oriented, trauma-informed care.
- Proven ability to design, deliver and evaluate education programs, including Safewards, RRI and OVA training, with the capacity to support diverse learners, including early-career nurses.
- Sound understanding and practical application of Safewards, Recovery-Oriented Practice, Trauma-Informed Care, and least-restrictive practice principles in clinical settings.
- Demonstrated knowledge of relevant mental health legislation, restrictive practice regulations, and organisational policies, with the ability to translate these into safe clinical practice.
- Experience supporting practice change initiatives, including embedding Safewards interventions and reducing restrictive practices using evidence-based and quality improvement approaches.
- Ability to provide effective clinical coaching, role modelling and reflective practice support, particularly for early-career nurses, to strengthen confidence and capability in managing challenging behaviours.
- Highly developed interpersonal and communication skills, with the ability to engage, influence and support multidisciplinary teams and manage change.
- Demonstrates an ability to provide professional leadership, support and supervision.
- Demonstrated skills in computing including word processing excel spreadsheets and an ability to quickly acquire software skills with regard to accessing consumer information and reports specific to mental health service delivery

Desirable:

- Additional qualifications in the development, delivery and evaluation of staff professional development programs such as Certificate IV in workplace Training and Assessment

KEY PERFORMANCE INDICATORS**Your performance will be measured through your successful:**

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- 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;
- Registration is maintained and working within scope of practice
- Attendance and active participation in meetings, working parties & committees as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- Development of a work plan that addresses the professional development and educational needs of the mental health nursing workforce within the mental health division.
- Engages in own clinical supervision
- Development of training/education schedule across allocated bed-based and community-based programs.

- Active participation in the facilitation of education with support of other professional development team members.
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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 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.

Community Care & Mental Health & Chief Allied Health Officer**Clinical Nurse Educator – Mental Health (Safewards, RRI and OVA)**

Reviewed by:**Senior Mental Health Nurse**

Issue Date:**April 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](#)