

# Position Description

<b>Position Title:</b>	Graduate Support Nurse – Wanyarra
<b>Reports to:</b>	Senior Mental Health Nurse
<b>Department:</b>	Mental Health
<b>Directorate:</b>	Community Care & Mental Health & Chief Allied Health Officer
<b>Cost centre:</b>	H0856
<b>Code &amp; classification:</b>	Registered Psychiatric Nurse Grade 3, Years 1 – 4 (NP81 - NP74)
<b>Employment conditions:</b>	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)

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**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).

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## POSITION SUMMARY

The Graduate Support Nurse (GSN) plays an integral role in providing consistent practice guidance, clinical supervision, and day-to-day support to graduate and early career nurses within the Wanyarra inpatient unit. Working alongside nursing staff in the clinical environment, the GSN facilitates the translation of theoretical knowledge into safe, effective, and confident clinical practice, particularly within the context of acute mental health care.

The GSN works collaboratively with the Nurse Unit Manager (NUM), Associate Nurse Unit Managers (ANUMs), and Clinical Nurse Specialists (CNS) to strengthen clinical practice, support workforce capability, and promote the delivery of high-quality, recovery-oriented mental health care. The role contributes to the development of a positive learning culture by role-modelling best practice, providing real-time coaching and feedback, and supporting reflective practice among graduate nurses.

In addition to supporting individual clinicians, the GSN assists in identifying learning needs at both the individual and unit level, contributing to practice development initiatives and service improvement activities. The role ensures that support provided is responsive to the dynamic needs of the unit, including managing acute presentations, maintaining safety, and adhering to least restrictive care principles, while also aligning with broader organisational priorities, standards, and clinical governance frameworks.

Through structured and informal teaching, clinical guidance, and mentorship, the GSN facilitates the development of both foundational nursing competencies and emerging specialty mental health skills. This includes supporting graduate nurses to build capability in areas such as risk assessment, therapeutic engagement, clinical decision-making, prioritisation, and management of complex or high-risk situations.

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## **RESPONSIBILITIES AND DUTIES**

**The following duties are inclusive of but not limited to**

- Provide direct, expert clinical support, supervision, and leadership to graduate nurses and early career staff.
- Facilitate learning in the clinical environment, supporting application of theoretical knowledge to practice.
- Work collaboratively with the Clinical Nurse Educators and stakeholders to ensure consistent educational support.
- Promote evidence-based nursing practice aligned with current mental health standards and research.
- Foster a positive and supportive learning environment that encourages professional growth.
- Ensure competencies are developed, maintained, and enhanced in line with contemporary nursing practice.
- Create learning opportunities through direct clinical care, coaching, and simulation (e.g. role-play where direct exposure is limited).
- Support and conduct clinical assessments of graduate nurses as required.
- Monitor, evaluate, and document learner progress against competency frameworks.
- Actively contribute to the performance management of graduate and early career nurses.
- Provide constructive feedback to support continuous improvement.
- Undertake direct consumer care to demonstrate best practice in mental health nursing.
- Act as a clinical role model, exemplifying professional, safe, and recovery-oriented care.
- Promote reflective practice and critical thinking in learners.
- Promote and maintain safe working practices to ensure optimal consumer outcomes.
- Support adherence to organisational policies, procedures, and clinical governance frameworks.
- Liaise effectively with multidisciplinary teams, educators, and management.
- Contribute to a cohesive and integrated approach to graduate support and workforce development.

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## **PERSONAL QUALITIES AND CAPABILITIES**

- Understand own emotions and feelings and how they can impact performance
- Being open to feedback and aware of own strengths and areas for development
- Ensure self-regulation of own emotions
- Demonstrating reliability by meeting commitments and utilising organisational and time management skills
- Remain open and flexible to change.
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Assume responsibility for own learning needs
- 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 acting as a resource and assisting colleagues/students to grow and develop their skills.
- Ability to manage conflict in the workplace through active listening, open communication and de-escalation.

- Develop and maintain appropriate professional working relationships with members of the multi-disciplinary team and external service providers
  - Work collaboratively with others toward shared goals
  - Effectively works as part of a team and models team qualities like respect, helpfulness and cooperation.
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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
- Post graduate qualifications in Mental Health Nursing (Post graduate diploma or Masters)

### **Essential:**

- Minimum 3 years' experience in mental health nursing
- Demonstrated high-level skills in: Comprehensive mental state and risk assessment, care planning for complex consumers, crisis intervention and de-escalation
- Strong understanding and application of: Recovery-oriented practice, trauma-informed care and Safewards
- Well-developed communication skills and able to provide constructive feedback in a psychologically safe way.

### **Desirable:**

- Experience in clinical education, preceptorship and the provision of clinical supervision
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## **KEY PERFORMANCE INDICATORS**

### **Your performance will be measured through your successful:**

- 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;
  - Active contribution to service improvement.
  - Demonstrates effective support of graduate nurses as evidenced by competency progression and contribution to education.
  - Engaging in their own clinical supervision.
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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.

### 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**

**Graduate Support Nurse - Wanyarra**

**Reviewed by:**

Senior Mental Health Nurse

**Issue Date:**

May 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](#)