

## PCNS AND RPN 2 ADVANCED

(Please read this information carefully and follow the guidelines in addressing the criteria)

### Application Process:

For applications for the classification of RPN 2 PCNS or RPN 2 Advanced the following is to apply:

- Prospective applicants are encouraged to discuss RPN 2 PCNS or RPN 2 Advanced position with their Unit Manager prior to submitting an application. Written application is to be made to the Unit Manager.
- Interviews may be conducted by a Psychiatric Nursing panel of no more than three and will include the Unit Manager, Associate Nurse Unit Manager or Psychiatric Nurse Consultant and one other.
- The successful applicant will be notified in writing within seven days. The pay office will be informed of the new classification at the same time, with implementation to occur from the next pay period.
- If you are unsuccessful, you will be notified of the outcome within seven days and an explanation will be given as to the reasons for the decision and may, at your request, also include suggestions for a professional development plan.
- Appeals to a decision are to be lodged by you with the Unit Manager within two weeks of receiving the rejection letter and heard by the Appeal Committee within four weeks.

### Information for candidates:

- The classification of RPN 2 PCNS or RPN 2 Advanced is only available to an RPN 2 who is able to demonstrate a level of clinical practice that is of a higher level of skill than would otherwise be expected of other RPN 2 positions but less than RPN 3.
- The responsibilities of the RPN 2 PCNS or RPN 2 Advanced are to be performed within their normal daily working hours.
- The RPN 2 PCNS and the RPN 2 Advanced are personal classifications. An RPN 2 shall hold the classification while the Employee continues to meet the criteria set out in the

Victorian Public Mental Health Services Enterprise Agreement. Any performance related issues shall be dealt with in accordance with this existing performance management arrangements.

The RPN 2 PCNS is a personal classification and an RPN 2 can apply for this classification where the RPN 2 has: **(must have completed as stipulated below to apply)**

1. successfully completed a specific course of training in Psychiatric Nursing leading to registration by the NBV, or
2. have completed a post graduate course specific to Psychiatric Nursing; and
3. has completed a minimum of 12 months experience in Psychiatric Nursing at the RPN 2 level.
4. Whilst applicants would generally be expected to have two years' experience at the RPN 2 level to adequately meet the skill criteria an RPN 2 may apply for the PCNS classification after completion of 12 months experience.

The RPN 2 Advanced is a personal classification and an RPN 2 can apply for this classification where the RPN 2: **(must have completed as stipulated below to apply)**

1. is working towards completion of a postgraduate course in Psychiatric Nursing and has completed at least 50% of that course and has a minimum of two years Psychiatric Nursing experience at the RPN 2 level in addition to the completion of the RPN 1 year, or
2. has completed a minimum of four years' experience in Psychiatric Nursing at the RPN 2 level in addition to the completion of the RPN 1 year.
3. In addition the RPN must show continuous commitment to the development of the RPN's area of practice, their own development and the mental health facility in which they are employed. The nurse must demonstrate one of the criteria in each of the sections (i), (ii) and (iii) following whilst the criteria set out in section (iv) are desirable only.

## Key Selection Criteria to Address:

**(Please note: only pick one criteria to address from each of the four categories listed below ie. clinical skills/professional behaviour/professional development/desirable)**

**(i) Clinical Skill (Please only pick one criteria to address from this section)**

1. Demonstration of a commitment to, and the delivery of a particular Psychiatric Nursing role or function within the program
2. Maintenance and improvement of clinical standards in Psychiatric Nursing practice

**(ii) Professional Behaviour (Please only pick one criteria to address from this section)**

1. Act as a mentor or preceptor, having completed a preceptor course subject to it being provided by the Employer, to less experienced Mental Health Practitioners including RPNs, nursing students,
2. Division 2 nurses (PEN) and Psychiatric Services Officers (PSO).
3. Support of, and contribution to, quality improvement and research projects within Psychiatric Nursing practice and the unit.
4. Act as a resource person to others in relation to Psychiatric Nursing clinical practice.

**(iii) Professional Development (Please only pick one criteria to address from this section)**

1. Contribution to the education of other mental health professionals; eg active participation in the delivery of the in-service education/training program.
2. This function does not supplant the role and function of the RPN 4, 5 or 6 Psychiatric Clinical Specialist or Consultant or Psychiatric Nurse Educators.
3. Demonstrated undertaking of own planned professional development and competence through various forms of continuing education with a focus on Psychiatric Nursing practice; eg conferences, study days, formal study, reading.

**(iv) Desirable (Please only pick one criteria to address from this section)**

1. Completion of a Specialist Graduate Year in Psychiatric Nursing.
2. Membership of a relevant professional body supporting the role and function of Psychiatric Nursing
3. Committee membership and participation requiring Psychiatric Nursing skills and expertise