

POSITION DESCRIPTION

POSITION INFORMATION	
Position Title:	Mental Health Nurse (Credentialed)
Position Term:	Fixed term
Hours:	0.8 EFT
Agreement:	Nurses and Midwives (Victoria Public Health Sector - Single interest employers) Enterprise agreement 2016-2020
Location:	Inspiro currently has sites at Lilydale and Belgrave. Your employment is not site specific. The position may be based at Lilydale, Belgrave or outreach sites and you may be required to work across sites and within the community, according to the needs of the program as determined by your Line Manager.
Team:	Mental Health & Family Services
Reports To:	Clinical Operations Manager – Mental Health & Family Services
Date:	May 2020

ABOUT INSPIRO

Inspiro is a local, not-for-profit health service providing allied health, counselling, dental and health promotion services to the Yarra Ranges community.

Our Vision:

Inspiring healthier lives. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

Our Values:

Friendly: we offer a welcoming and accessible place where people are treated with respect and dignity.

Client centred: We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

Local: we provide a strong community membership, board and workforce which keeps us grounded on what is important for clients.

Our work environment is based around the workplace values of respect, recognition, collaboration, openness, integrity and empowerment.

POSITION SUMMARY

Inspiro is partnering with Access Health & Community, Carrington Health and Oonah Belonging Place to deliver the Outer East Mental Health Stepped Care Program funded by Eastern Melbourne Primary Healthcare Network (EMPHN).

The Credentialed Mental Health Nurse will provide mental health nursing and clinical care coordination to consumers with complex needs in the Mental Health Stepped Care program. The Credentialed Mental Health Nurse will work as a part of the multidisciplinary Stepped Care team using the clinical staging model to assess and deliver mental health treatment to consumers. A key component of the role is the assessment and management of clinical risk for consumers living in the community with moderate to severe mental health needs.

POSITION RESPONSIBILITIES AND DUTIES

DIRECT SUPPORT

- Undertake comprehensive assessment of consumers which includes mental health, Alcohol and Other Drugs (AOD), psychosocial, functional, and physical assessment domains
- Use the clinical staging model in assessment and development of treatment plans
- Work collaboratively with consumers, family/carers and other health professionals to develop and implement Collaborative Care Plans
- Undertake initial and ongoing risk assessments of consumers and develop risk management plans (including the provision of Quick Response Suicide Prevention Services under Stepped Care)
- Provide one-on-one clinical nursing services for consumers with moderate to complex mental health needs to address recovery-oriented goals in line with the Collaborative Care Plan
- Monitor and support the consumer's safe and appropriate use of medications
- Provide clinical care coordination for consumers engaged with multiple services, including GPs
- Provide services in both face-to-face and telehealth modalities, including community outreach support
- Co-facilitate group-based programs where required
- Coordinate and participate in shared care with internal and external services, including attendance at care team meetings, case coordination and clinical reviews
- Work within the scope of practice defined for the role and as agreed with line manager

PARTNERSHIPS AND NETWORKING

- Actively participate and work cooperatively within the multidisciplinary team, collaborative partner organisations and with other key stakeholders
- Develop and maintain appropriate networks and resources to enable the referral of people to broader community services
- Participate in the 'community of practice' with other Stepped Care clinicians
- Represent the service as required in a professional and ethical manner

QUALITY, SAFETY, REPORTING AND CLINICAL GOVERNANCE

- Participate in regular staff meetings, operational (line management) supervision and professional development
- Participate in regular clinical supervision, which includes self-reflection, self-care, risk management and identification of needs
- Inform the Line Manager when a clinical risk is identified, and document all incidents and hazards in the VHIMS Central database
- Conduct a clinical review with all clients at least every three months
- Participate in quality and service improvement activities to continually improve client care
- Administer clinical outcome measures and screening tools (such as the K10) to clients as required
- Ensure all legislative requirements (including those relating to mandatory reporting) are followed, and all clinical and OH&S incidents/hazards are accurately and promptly reported in the VHIMS Central database
- Record all clinical notes, client contacts and outcome measures in electronic databases and reporting systems as required
- Ensure all procedures and policies are followed to support safe and effective service delivery (including occupational health and safety standards) and participate in quality improvement where required
- Maintain registration with AHPRA and ensure all registration requirements are met
- Maintain a professional code of conduct and participate in on-going professional development in accordance with annual work plans

TEAMWORK AND PROFESSIONAL DEVELOPMENT

- Contribute to the team and participate in a supportive team culture
- Participate in team and service planning, policy development and other project activities as required.
- Be committed to ongoing professional development and undertake annual mandatory training.
- Participate in the creation of a culturally safe environment for staff, clients and the community in line with Inspiro's commitment to cultural diversity and inclusiveness
- Ensure Inspiro's services are accessible, client focused; developed, delivered and evaluated in partnership with our diverse communities.

WORKPLACE HEALTH AND SAFETY

- Comply with best practice infection control guidelines.
- Comply with all OHS guidelines and contribute expertise when required, to maximizing the safety of staff and clients of the organisation.

PERFORMANCE OBJECTIVES AND INDICATORS

Performance Targets

- Ensure that service targets and KPIs are met
- Collect and share relevant information about clients in compliance with relevant legislation and program guidelines
- Assist in the general review and evaluation of the Stepped Mental Health program

Performance objectives and indicators will be discussed with your manager and a workplan developed.

KEY SELECTION CRITERIA

Qualifications, knowledge and experience

- Approved tertiary qualification in Mental Health Nursing
- Current and ongoing registration with Australian Health Practitioner Regulation Agency (AHPRA) as a mental health nurse
- Credentialed Mental Health Nurse with the Australian College of Mental Health Nurses (ACMHN)
- Demonstrated experience in clinical risk assessment and management, including assessing mental state and clinical risk management across multiple domains
- Experience working within the primary care and primary mental health sectors

Key skills and attributes

- Possess an empathic, innovative and professional therapeutic style
- Excellent organisational, time management and problem-solving skills
- Excellent understanding of mental health symptoms, diagnoses and treatments across the lifespan
- Knowledge of current psychiatric medications and medication management
- Ability to work within a dual-diagnosis framework
- Ability to work creatively and safely with consumers from diverse backgrounds, including LGBTIQ, CALD and Aboriginal and Torres Strait Islanders
- Ability to work independently and as part of a multi-disciplinary team
- Ability to organise workload, set priorities and meet performance targets and deadlines
- Proficiency with electronic health record systems (such as TrakCare or FIXUS) and Microsoft Office programs (Word, Excel, Outlook and PowerPoint)
- Willingness to expand your current skillset to meet the needs of the service
- Current Victorian Driver's Licence and ability to drive a range of vehicles as required.
- Current Working with Children Check valid for employment purposes

Employment is subject to a police check. Persons who have worked overseas may be required to obtain an international police check.

ACKNOWLEDGMENT

I acknowledge and agree with the above position description.

Signed:

Employee Name:

Date: