

## Position Description

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# Mental Health Registered Nurse

## Section A: Position Details

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Position title:	Mental Health Registered Nurse – UMHCC
Employment Status:	1 Full time & 2 Part Time positions available, 0.7 FTE & 0.5 FTE
Classification and Salary:	Nurses Award 2010 Registered Nurse Level 2
Location:	Adelaide CBD
Hours:	7-day rotating roster as per the operational requirements of the service.
Contract details:	Maximum Term contract until 30 October 2022 with likely extension until 30 September 2024 subject to funding, 6-month probation (where applicable)

## Organisational context

The Neami Group provides community-based recovery and rehabilitation services that support people living with mental illness to improve their health, live independently and pursue a life based on their own strengths, values and goals. Our vision is full citizenship for all people living with a mental illness in Australian society. Our mission is to improve mental health and wellbeing in local communities across the country.

The Neami Group is made up of the organisations Neami National and Mental Health and Wellbeing Australia (Me Well). Neami National is one of Australia's largest and most innovative mental health providers and in 2017, Neami National celebrates 30 years' of supporting people living with mental illness. Established in 2016, Me Well is a wholly owned subsidiary of Neami National and a provider of specialist mental health services under the National Disability Insurance Scheme (NDIS).

The Neami Group is committed to demonstrating the highest standards of safety and quality across all of our services. Quality, safety and clinical governance activities are key components of the role and responsibilities of all staff and an essential process in the provision of safe and high-quality support services.

We acknowledge and value diversity and inclusion – we know that it makes our teams, services and organisation stronger and more effective. We are a smoke free organisation.

## Position Overview

The Urgent Mental Health Care Centre (UMHCC) Registered Nurse – Level 2 is an exciting new role responsible for providing person centred clinical nursing care services to consumers accessing the Urgent Mental Health Care Centre. The UMHCC is based on our formal partner, RI International's (RII) "Crisis Now" movement and their international leading lived experience, high engagement, multi-disciplinary crisis model offering an alternative to Emergency Department presentations.

As the Registered Nurse you will form part of the UMHCC multidisciplinary team responsible for providing high-quality, individualised care to consumers accessing the UMHCC. Registered Nurses are integral members of the team and draw on their knowledge of recovery from mental illness and crisis intervention, to instill confidence and hope in others about the journey of recovery.

You will work as a member of a multidisciplinary team including medical officers', social workers and peer support workers. The Registered Nurse will work with the UMHCC Leadership team to promote a culture of continuous improvement by providing regular and ongoing opportunities for employees to give feedback, and through effective communication of continuous improvement processes.

## Period of Employment

Maximum Term contract until 30 October 2022, subject to 6-month probation period. Likely extension until 30 September 2024 dependent on funding.

## Accountability

The Registered Nurse is accountable to the Clinical Lead and Service Manager – Urgent Mental Health Care Centre

## Qualifications

- Bachelor of Nursing or equivalent
- Registration as a Nurse with the Australian Health Practitioner Regulation Agency (APHRA) and a current Certificate of Registration.
- 2 years' experience in mental health practice and a relevant post-registration and/or tertiary qualifications in mental health nursing is highly desirable

## Conditions of Employment

The terms and conditions of employment will be in accordance with the Neami National Employment Agreement and relevant legislation and awards.

A number of benefits are available to staff, including generous salary packaging with rewarding NFP fringe benefit tax exemptions.

Core requirements prior to any offer, or commencement of employment:

- Criminal record checks are mandatory for all new appointments. Neami will cover the cost of an Australian check. Where a new employee has lived outside of Australia for 12 months or more within the last 10 years, the cost of an International check will be borne by the applicant.
- Working with Children check required before commencement of work (employee responsibility)
- Registration as a Nurse with the Australian Health Practitioner Regulation Agency (APHRA) and a current Certificate of Registration. It is a responsibility of the incumbent to maintain all registrations

- requirements with the appropriate registration authority and continuing professional development
- You must maintain a right to work in Australia, in the position and location of employment during your employment with Neami. You must comply with all terms of any such grant of a right to work in Australia.

## Section C: Key Responsibilities

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### Principal Responsibilities

- Provide person centred clinical nursing care services that assist in the restoration, improvement and maintenance of consumers health, wellbeing and independence.
- Provide support and advice to family members, significant others, health care professionals and support staff as appropriate, to assist in the delivery of nursing care services.
- Develop and maintain working relationships with internal and external stakeholders to assist in the provision of quality clinical care.
- Contribute to the oversight and compliance of nursing health compliance activities, reporting deadlines and accreditation requirements.
- Be a brand ambassador for Neami National.

### Specific Responsibilities

- Engage consumers, using a strengths-based approach to complete a health status measurement and needs assessment.
- Assist with the development and review of new and existing clinical procedures and guidelines.
- Comply with the mechanisms for monitoring, compliance and review of clinical risk management.
- Undertake nursing duties at a highly proficient level.
- Plan, assess, implement and evaluate all components of the consumer care plan.
- Initiate referrals to appropriate internal and external services.
- Ensure that documentation is maintained at the required standard.
- Provide comprehensive handovers to staff.
- Contribute to the orientation of new staff and provide a mentoring role.
- Ability to lead and take direction from the Clinical Lead, Mental Health Nurse Practitioner and Medical Officers to ensure that care is delivered within a team members scope of practice and in line with policies and protocols.
- Undertake appropriate decision-making regarding emergency care requirements in the absence of other qualified staff.
- Ensure that all reasonable steps are taken to protect personal safety at work and avoid adversely affecting the health or safety of any other person in the work place in accordance with the requirements of the Work Health and Safety Act 2012.
- Comply with appropriate WHS policies, procedures, work practices and safety instructions.
- Participating in WHS training as required.
- Reporting to the relevant supervisor any incident/hazard that will or has the potential to harm another person in the workplace.
- Use equipment and wear clothing to protect personal health and safety while at work.
- Assist with the implementation of appropriate risk control measures.
- Participate in activities aimed at the continuous improvement of the service.
- Participate in the Performance Development Plan.
- Comply with the purpose, values, policies, procedures and code of conduct of the organization.
- Ensure that Neami National property is kept secure against loss, theft or damage and is properly maintained at all times.

## Professional development

- Participate in regular supervision and actively work to improve identified skill areas .
- Participate in development opportunities appropriate to the role.

## Section C: Selection Criteria

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### Creating diverse staff teams

The values, skills, attributes and commitment of our staff are key to our success and reputation as a national mental health service that provides high quality support services to people living with a mental illness.

We are strongly committed to further developing and diversifying our work force as part of our strategic directions.

We celebrate multidisciplinary teams and value the rich skills and experiences brought by applicants from a range of sectors and professional backgrounds.

Further depth is brought by those from diverse cultural backgrounds, Aboriginal staff, and those with lived experiences of mental illness and recovery, all of whom are strongly encouraged to apply for any roles that match their skills and interest.

The following competency criteria will inform our selection decision:

### Experience

- Clinical experience in an acute, sub-acute or other setting in which crisis care is a core component of service delivery.
- Experience in working as a member of a multi-disciplinary team with the ability to inspire and facilitate team commitment and cooperation.
- Experience as a Nursing team leader (desirable)
- Demonstrated skills in advanced level of clinical and problem-solving skills.
- Ability to plan and coordinate the provision of crisis care.

### Knowledge

- Demonstrates clinical competence as per the national competency standards for registered nurses.
- Demonstrated experience in the provision of crisis care.
- Awareness and involvement in the quality assurance process.

### Skills and Abilities

- Demonstrated ability to build partnerships with government and non-government health and welfare service providers to pursue practical strategies to improve service delivery to consumers
- Highly developed interpersonal skills, including using reflective practice principles
- Demonstrated ability to motivate and empower staff members
- Demonstrated ability to foster open honest communication
- Demonstrated ability to effectively perform in an environment of change, to be creative when problem solving and work to timelines

- Demonstrated ability to exercise common sense, considers all available information, and takes account of broader circumstances in decision making
- Demonstrated ability to provide others with a clear direction and delegate work appropriately and fairly
- Demonstrated ability to contribute to service evaluation, policy and procedure reviews, and other continuous improvement activities
- Ability and commitment to work in a collaborative team approach to service delivery and development, in conjunction with our main stakeholders and partner agencies
- Computer literacy

## Working with people, and building relationships

- Establishes respectful professional relationships that have clear boundaries with consumers, staff and partner organisations
- Listens, consults others and communicates clearly and proactively in an open and honest manner
- Adapts to the team and builds team spirit
- Demonstrates an interest and understanding of others and relates well to people at all levels
- Gains agreement and commitment from others by engaging and gaining respect
- Promotes ideas on behalf of self or others, and supports others to self-advocate
- Manages conflict in a fair and transparent manner
- Demonstrated understanding of the issues relevant to people with mental illness living in the community (including those from a CALD or ATSI background) and a strong commitment to consumer rights and their participation in mental health services

## Adhering to principles and values

- Upholds ethical behaviour, consistent with values as characterized by honesty, fairness responsibility, diligence and hope
- Demonstrates integrity and credibility, and fosters open honest communication
- Demonstrates commitment to the organisation and its values