

Position Description

Mental Health Nurse

Section A: Position Details

Position Title:	Mental Health Nurse
Employment Status:	Full-time
Classification and Salary:	\$79,040 – \$86,489 per annum depending on skills and experience. Nurses Award 2020 - Level 2
Location:	The Living and Learning Centre, Ipswich
Hours:	Monday to Friday 8:30am – 5:00pm
Contract Details:	Maximum Term Contract until 30 June 2022

Organisational Context

Neami National is a community-based recovery and rehabilitation service supporting people living with mental illness and psychiatric disability improve their health, live independently and pursue a life based on their own strengths, values and goals.

We provide services in over 50 locations, ranging from the inner-city and suburbs to regional and remote parts of Australia.

Our vision is for 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.

We believe that recovery is an individual process and that with the right kind of support everyone can live a life based on their own strengths, values and goals for the future.

We use an approach called the Collaborative Recovery Model (CRM) to support people through our services. The CRM assists individuals to identify their personal strengths and values, to set goals and then helps them make progress towards achieving them.

As an organisation based strongly on our mission, vision and values, Neami is committed to demonstrating the highest standards of safety and quality across all of our services. Neami views quality, safety and clinical governance activities as key components of the role and responsibilities of all staff and an essential process in the provision of safe and high quality support services to consumers.

We acknowledge Aboriginal and/or Torres Strait Islander peoples and communities as the Traditional Custodians of the land we work on and pay our respects to Elders past, present and emerging. We recognise that their sovereignty was never ceded. Neami National is committed to cultivating inclusive environments for staff, consumers and carers. We celebrate, value and include people of all backgrounds, genders, sexualities, cultures, bodies and abilities. We are an environmentally conscious organisation and a smoke free organisation.

Position Overview

The Mental Health Nurse will be part of an integrative team delivering stepped care mental health services from Neami's new *Living and Learning Centre* at Ipswich. The *Living and Learning Centre Ipswich* will operate within the Ipswich, Lockyer Valley, Scenic Rim and Somerset Local Government Areas and will be open Monday to Friday during usual business hours. The Centre has been funded by the Darling Downs and West Morton PHN as part of their Stepped Care suite of strategies.

The team will be made up of Mental Health Nurses and Peer Well Being Coaches. The Mental Health Nurse will deliver intensive clinical care coordination for consumers with severe and complex mental illness.

The *Living and Learning Centre Ipswich* will receive referrals from GP's, community and government service providers as well as self-referrals from members of the community. The integrative team will screen referrals to determine eligibility, assess individual needs and assist access to appropriate services delivered by the team and other community providers.

Period of Employment

Maximum Term Contract until 30 June 2022, subject to 6-month probationary period

Accountability

The Mental Health Nurse is accountable to the Clinical Service Manager at the *Living and Learning Centre Ipswich*.

Conditions of Employment

The terms and conditions of employment will be in accordance with the Nurses Award 2020, \$79,040 – \$86,489 per annum depending on skills and experience.

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:

- Registration history including evidence of current professional registration
- Education and training history together with certified copies of all diplomas, degrees and any post graduate qualifications (copies to be supplied at Interview)
- Details of any endorsement or accreditation by colleges, associations or societies for provision of clinical services
- Details of previous mental health care-related 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 checks (are required **before commencement of work** - Blue Card with Yellow Card Exemption or Blue & Yellow Cards (employee responsibility))
- The employee 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
- At all times, the employee must maintain annual registration requirements with appropriate registration authority (NMBA) including registration standards and continuing professional development (CPD)

Qualifications

- The Mental Health Nurse will be expected to be Registered Nurse registered through APHRA with extensive mental health experience. Being credentialed, or working towards accreditation, with the Australian College of Mental Health Nurses (ACMHN) is highly desirable.

Section B: Key Responsibilities

Clinical Services

Provide clinical mental health services including:

- assessing and screening referrals using appropriate tools, policies and procedures;
- engaging consumers and developing trusting and professional relationships;
- maintaining accurate individual consumer files and databases in accordance with the policies and procedures of Neami and the service agreement with the funding body;
- working collaboratively with clients and their families to identify their mental health (and where appropriate, general health) needs;
- coordinating client therapeutic interventions by formulating client plans in collaboration with the client, family/carers, staff and external workers and agencies, including making internal and external referrals as needed;
- supporting the continuity and client care and information flow between clients, staff GPs and external workers and other agencies;
- participating in psychiatric assessment with consumers where appropriate;
- providing individual clinical interventions as required; and
- closing client files using appropriate tools, policy and procedures.

Other Clinical Responsibilities

- Participate in additional clinical responsibilities as determined by need and in consultation with the Clinical Service Manager
- Be willing and able to provide cover for crisis and unsolicited calls or walk-ins as directed by the Clinical Service Manager or in their absence
- Provide leadership, secondary consultation, case review and support to other staff including clinicians
- Provide leadership in individual and group supervision, and attendance at team meetings and external meetings

Liaison and Networking

- Foster and maintain relationships with external stakeholders to ensure good communication flow and clear referral pathways
- Participate in community engagement activities as directed and promote the mental health and wellbeing of the community

Records Management

- Comply with electronic case file system and any other relevant organisational processes and procedures
- Document presentations and attendance at events

Section C: Key Competencies

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:

Mental Health Nursing experience and knowledge

- Commands a sound level of knowledge and practice in Mental Health Nursing
- Able to deliver psycho-education, and evidence based therapeutic interventions
- Applies current knowledge of legislative obligations and regulatory requirements in the areas of Nursing for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery
- Understands the Nurses Act, Mental Health Act and other legislation/policies applicable to the nursing profession

Adhering to Principles and Values

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

Working with People and Building Relationship

- Adapts to the team and builds team spirit
- Listens, consults others and communicates clearly and proactively in an open and honest manner
- Adapts communication style to meet the needs of others, using tools such as humour to develop and enhance relationships
- Openly communicates and demonstrates self-insight through an awareness of own strengths and areas for development, and seeks and accepts feedback
- Demonstrates an interest and understanding of others, and relates well to people at all levels
- Establishes respectful professional relationships that have clear boundaries with consumers, staff and partner organisations
- 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
- Clearly conveys organisational knowledge (collects, classifies, and disseminates), providing others with a clear direction

Communicating and facilitating

- Speaks clearly, fluently and honestly to engender trust
- Demonstrates awareness of, and ability to regulate own emotional reactions
- Adapts communication style to meet the needs of others, and identifies changing needs within a group
- Engages a diverse range of people, and facilitates groups with skill and confidence
- Produces new ideas, approaches or insights when working with consumers
- Describes the stages of recovery to facilitate a consumer's understanding of the recovery journey
- Can creatively tailor group activities to engage and meet the needs of participants
- Uses self-disclosure in a purposeful, meaningful and safe way

Planning, Implementing, Analysing and Problem Solving

- Manages time effectively, and prioritises appropriately
- Sets clearly defined objectives and is accountable, and proactive, about reviewing progress and outcomes with the team
- Exercises common sense, considers all available information, and takes account of broader circumstances in decision making
- Produces workable solutions to a range of problems
- Supports the implementation of organisational goals, while seeking opportunity for organisational improvement
- Purposefully analyses numerical data, verbal data, and all other sources of information
- Demonstrates an understanding of how site-specific practices fit into larger organisational structures

Adapting and Responding to Change and Coping with Challenges

- Adapts to changing circumstances and responds to the reactions and feedback of others
- Shows respect and sensitivity towards diversity
- Deals with ambiguity, making positive use of the opportunities it presents
- Maintains hope, and role models a positive outlook during challenging times at work
- Demonstrates self-awareness and the ability to self-regulate during difficult situations
- Reflects and accepts feedback, and learns from it

In addition, you will need:

- Computer literacy; and
- A current Australian driver's license