

Position Description: Credentialed Mental Health Nurse

Position Details

Position Title:	Credentialed Mental Health Nurse
Classification:	Nurses Award 2010 – Registered Nurse Level 5, Grade 4-5
Time Fraction:	Full Time and Part Time positions available
Contract Detail:	30 June 2021 with possible extension

Organisation Overview

Mentis Assist is a not-for-profit Community Managed Mental Health Service (CMMHS) supporting people with severe and enduring mental illness and psychiatric disabilities. Mentis assists people to recognise their values, strengths and goals, with an emphasis on improving health and wellbeing, independence, social participation and enhancing meaningful relationships with significant others.

Mentis was established in 1987 and has evolved significantly to become a leader in the areas of delivering flexible support packages tailored to the individual using strengths-based, recovery-orientated practice, quality and evidenced based service provision.

Mentis strives to provide opportunities for people living with mental illness to enjoy a meaningful life by strengthening self-identity, personal responsibility and hope. Our vision is for optimum personal recovery and wellbeing. Mentis believes that recovery-orientated practice is a partnership where the person with the lived experience is the expert in their recovery and our staff bring their understanding and expertise to support this journey.

Conditions of Employment

- In accordance with the terms and conditions specified in Nurses Award 2010
- Full time employees may elect to organise their hours to allow for one Rostered Day Off per month
- Generous Salary Packaging tax exempt benefits in accordance with Mentis Assist's Salary Packaging Policy and current ATO guidelines
- Satisfactory pre-employment screening checks including National Police Check, Safety Screening Statutory Declaration, International Police Check/Statutory Declaration (if required), Working with Children Check, Qualification Check, Employment History and Referee Check
- Mentis Assist encourages people with a disability to apply and encourages full disclosure of illness or disability
- Mentis Assist is a smoke free workplace
- Right to work in Australia

Qualifications and Requirements

- Relevant tertiary qualifications and a minimum Post Graduate Diploma in Mental Health Nursing
- Current and ongoing registration with Australian Health Practitioner Regulation Agency (AHPRA) and credentialed with the Australian College of Mental Health Nurses (ACMHN)
- Possess current knowledge and proven ability to use evidence based best practice in partnership with individuals and families affected by severe and complex mental health issues
- Minimum 2-3 years prior experience in Community Mental Health positions such as: CATT, HITH, Triage, and particularly in long term case management, Mobile Support Teams, outreach, Mental Health Nurse Incentive Program (MHNIP) and long-term counselling/psychotherapy, that demonstrate expertise across a variety of mental health settings and an ability to form long term, recovery-oriented, therapeutic relationships and demonstrate positive outcomes with clients who have complex, moderate-severe mental health issues.
- Current Victorian Driver's License and ability to undertake travel as required
- Satisfactory Police Record Check
- Current Working With Children Check
- Right to work in Australia

Mentis Assist has a strong commitment to participation of people with lived experience in our workforce. We invite qualified people with lived experience of mental health issues to apply. We also welcome diversity in the workplace and invite people from other communities to apply. Suitably qualified Aboriginal or Torres Strait Islander applicants will be highly regarded.

Position Overview

Mental Health Complex Care is a new program for clients with a severe mental illness and complex needs who require care coordination over a period of time. The program targets clients who are difficult to engage or are under-served and cannot currently access the National Disability Insurance Scheme (NDIS) or Partners In Recovery (PIR). As such, it is likely that the spectrum of care will range from episodic mental ill health, as well as those with very high needs.

The program is comprised of a package of four core service elements:

- Clinical nursing services
- Family support and liaison
- Care coordination and liaison (clinical and non-clinical services)
- Improving access to psychiatrist and psychological care

The Credentialed Mental Health Nurse (CMHN) will provide a high standard of clinical and therapeutic mental health nursing interventions. The CMHN will also work closely with Care Coordinators, to support clients to access the full range of requirement across the care continuum, including psychiatry. The CMHN will work with the range of factors affecting clients within their scope of practice, including cognitive, occupational, physical and social, to deliver client-focused, therapeutic approaches (including psychoeducation and focused delivery of counselling/therapy techniques and strategies) for recovery-oriented, evidence-based care. The CMHN is expected to practice collaboratively and participate in clinical reviews and supervision as agreed.

Services may be delivered at Mentis Assist service locations, the client's home or in other community settings.

Line Manager

Reports to the Team Leader Credentialed Mental Health Nurse.

Key Accountabilities and Duties

Service Delivery

- Undertake a range of comprehensive mental health, psychosocial, functional and physical assessments of clients.
- Work collaboratively with clients, carers, family, significant others, partnering organisations and MHICC Care Coordinators to formulate Client-led Care Plans.
- Undertake initial and ongoing risk assessments of clients and where appropriate, develop Behavioural/Risk Management Plans to provide a safe environment for the client and others.
- Provide clinical and therapeutic Mental Health Nursing interventions; including psycho-education and use of a variety of evidence-based counselling/therapy modalities and strategies.
- Facilitate the client in developing/enhancing life skills to improve their function, independence and health
- Advocate for the client and offer practical supports as needed
- Establish a long term, therapeutic relationship with the client.
- Regularly monitor and review the client's mental state and undertake clinical reviews in accordance with Mentis Assist Policies.
- Medication monitoring; to include clinical indication, compliance, efficacy, adverse effects and contraindications.
- Maintain links, close collaboration and regular communication with GPs and other service providers in order to provide well integrated care.
- Undertake Relapse Planning with clients and develop individualised Relapse Plans with Clients in conjunction with Care Coordinators and others in the Care Team.
- Work within the scope of practice defined for the role and as agreed with line manager.
- Coordinate/participate in case conferencing, clinical care coordination, case planning and case reviews.
- Collect and disclose relevant information about clients referred in compliance with relevant legislation and program guidelines.
- Make referrals to other services when it is in the interest of clients to do so and with the client's informed consent.
- Participate in clinical reviews and case presentations.

Self and Workplace

- Contribute to a healthy and safe workplace for staff, volunteers, students, and members of the community.
- Take responsibility for own personal health and safety and understand the responsibilities and accountabilities to themselves and others in accordance with Workplace Health and Safety legislation and internal policies, and promote a working environment that is congruent with these guidelines.
- Understand responsibilities and accountabilities to self and others in accordance with the Victorian Charter of Human Rights and Responsibilities Act 2006.
- Abide by Mentis Assist's Privacy and Equal Employment Opportunity Policies and Procedures.
- Participate in team meetings, clinical supervision and clinical reviews.

Finance and Performance

- Ensure that service targets are met.

Practice Knowledge

- Good working knowledge of mental health symptoms, diagnoses, treatments, interventions, and regional mental health and general health providers.
- Sound understanding of the causes of stigma and barriers faced by those experiencing mental illness.
- Experience in providing recovery-orientated, strengths-based, person-centered, family-sensitive, and trauma-informed practice.
- Ability to confirm diagnosis or make provisional diagnosis as necessary.

Professional Development

- Participate in Clinical Supervision in accordance with Clinical Supervision agreement.
- Undertake annual performance appraisals and develop and implement own professional development plans so that continuing professional development requirements for registration and recredentialling are met.
- Demonstrate a strong commitment to ongoing education and development in line with credentialling requirements, including participation in mandatory education, therapy courses, workshops and other mental health-related activities.

Administration

- Provide reports as required, ensuring that they are completed to the highest standard and within set timeframes.
- Ensure adherence to the incident management and reporting policies.
- Ensure HR responsibilities are met within set timeframes i.e. timesheets, leave forms etc.
- Ensure service targets are achieved.

Other Duties

- As directed.

Key Selection Criteria

1. Registered Mental Health Nurse, registered with the Australian Health Practitioners Regulation Agency, and evidence of current credentialling with the Australian College of Mental Health Nurses.
2. Demonstrated expertise in undertaking risk and various mental health assessments, crisis planning and relapse prevention, recovery/care planning, psychoeducation and counselling.
3. Proven ability to work with a high level of autonomy and exercise sound professional judgment in decision making and clinical practice
4. Demonstrated knowledge of current psychiatric diagnostic and classification systems and assessment tools.
5. Strong interpersonal communication, including positive, respectful verbal communication and thorough clinical documentation.
6. Team skills and behaviours including flexibility and positive, supportive qualities that build and enhance the team and positive culture of the organisation.
7. Knowledge of current psychotropic medications and management, including indications, doses, adverse effects, contra-indications and illicit substances/drugs of abuse.
8. Demonstrated skills and experience in advocacy, collaboration, facilitation, evaluation and problem solving to achieve positive outcomes for participants.
9. Demonstrated ability to work autonomously and ethically within legislative, ethical, organisational and practice frameworks without the need for close monitoring and high levels of direction.
10. Possession of strong professional qualities including the following:
 - Positive attitude
 - Solution-focused approach
 - Demonstrated initiative
 - Demonstrated ability to positively promote the Eastern Stepped Care program and Mentis Assist
 - Professional accountability
 - Evidence of the ability to be a positive role model for the profession
 - Resilience – able to seek and apply supports and learning to self as required for positive development and continued well being
 - Ability to form strong, collaborative working relationships and partnerships with Care Coordinators, other team members and partnering organisations

Highly Preferred

- Counselling/Psychotherapy Post Graduate qualifications (i.e. Integrative or individual therapies with a trauma-informed focus including but not limited to Psychodynamic, Jungian, Person-centred, Solution-Focused, Existential, Gestalt, Psychodrama, Creative Arts, Acceptance and Commitment Therapy, Dialectical Behaviour Therapy etc), and minimum 2-3 years providing long term, recovery-oriented, trauma-informed counselling work effectively using counselling modalities, such as the above, with those who have mental health issues, and especially in the severe, complex range.
- 5+ years' experience in Community Mental Health positions such as: CATT, HITH, Triage, Drug and Alcohol, and particularly in long term case management, Mobile Support Teams, outreach and long-term counselling/psychotherapy, that demonstrate expertise across a variety of mental health settings and an ability to form long term, recovery-oriented, therapeutic relationships and demonstrate positive outcomes with clients who have complex, moderate-severe mental health issues.
- Experience in MHNIP
- Engaged in own external Individual Clinical Supervision on a regular basis

Acknowledgment for Receipt of Position Description

I have received a copy of the Position Description and have read and understand its contents. I understand that this Position Description is an indication of the duties and responsibilities that I may be required to undertake. From time to time, I may be required to undertake other duties within my skills and experience.

Name: *(please print)* _____

Signature: _____ **Date:** _____