

POSITION DESCRIPTION

Position Title	Mental Health Nurse Practitioner
Reporting To	Clinical Lead
Employment Status	Full Time, Maximum Term Contract until 30 June 2023
Work Hours	1.30pm-10pm shift, 7-day rotating roster
Classification	Nurse Practitioner Level 3A/4A. Salary to be negotiated with successful applicant dependent on skills and experience
Team/Service	Penrith Head to Health Centre
Date	September 2021

PROGRAM OVERVIEW

The Penrith Head to Health Centre is a new Neami service located in Penrith, NSW. It aims to be a centre, partnering to support the mental health and well-being of the Nepean Blue Mountains Primary Health Network (NBMPHN) community by providing and connecting people to the right care when and where it is needed. It will provide timely access to short to medium term care for adults to meet their immediate mental health needs and actively facilitate access to services for adults that meet their mental health needs. The centre will be a welcoming hub that provides information, navigation, referral and stabilisation to anyone seeking mental health support for themselves or others. The service is currently in its establishment phase with a community co-design process already complete, the site selected, and the building fit out currently occurring. The service will be ready to open its doors from the 1st December 2021. This current recruitment round is to establish the inaugural team for this important service.

POSITION OVERVIEW

The Mental Health Nurse Practitioner will form part of the Penrith Head to Health Centre multi-disciplinary team (MDT) responsible for providing clinical leadership and high-quality, person-centred care to people accessing the Centre. Based upon contemporary principles of Clinical Practice, Leadership, Education and Research, the Mental Health Nurse Practitioner is an integral member of the multi-disciplinary team. The Mental Health Nurse Practitioner will draw on their specialist knowledge to enhance the service capability of the MDT from the foundation of the Collaborative Recovery Model (CRM). The Mental health Nurse practitioner will provide specialist services across service streams, including crisis response and short to medium term episodes of care to instil confidence and hope in others about the journey of recovery.

The Mental Health Nurse Practitioner works competently within their scope of practice to deliver evidence based and person-centred care to achieve optimal health and wellness outcomes.

As a member of the MDT the Mental Health Nurse Practitioner will promote a culture of continuous improvement by working within the CRM framework and actively participating in continuous improvement processes.

THE POSITION

Key position Responsibilities, Duties and Accountabilities

- Assess, plan, implement, evaluate and document Nurse Practitioner care in accordance with evidence based best practice standards and Neami National values.
- Provide person centred clinical nursing care services that assist in the restoration, improvement and maintenance of consumers health, wellbeing and independence.
- Prescribe medications in accordance with the consumer care plan.
- Order diagnostic investigations within the scope of practice of the role and service.
- Comply with legal requirements governing healthcare and professional standards relevant to the defined scope of practice.
- Conduct screening assessments to people presenting to the centre.
- Conduct a physical screen, brief risk assessment and refer to the appropriate treatment stream.
- Liaise with referring organisations and be the point of contact for escalation and critical decision making.
- Engage in and guide service review to ensure optimal health outcomes.
- Enhance organisational knowledge by contributing to education, research and evaluation of the nurse practitioner role.
- Mentor and supervise nurse practitioner candidates and mental health registered nurses.
- Ensure the safety of the public, patients and staff in relation to the provision of a safe environment from both Work Health and Safety and Infection Control perspectives.
- 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.

Operational / Clinical Performance

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Engage consumers, using a strengths-based approach to complete a health status measurement and needs assessment. Using the Collaborative Recovery Model (CRM) protocols work collaboratively to identify their needs, set goals and develop a plan to meet those needs.
- Prioritise assessments for all people presenting to the Centre and delegate the most appropriate clinical and non-clinical staff in accordance with their role, ensuring that all people seen by the Centre are reviewed in a timely manner and have appropriate care plans in place prior to exiting the service.
- Lead the training and use of the Individual Assessment and Referral (IAR) tool in care planning.
- Coordinate the care of those people in receipt of services from the Centre in collaboration with the multidisciplinary team.

- Ensure that clinical decisions in relation to people accessing the Centre are clearly communicated to referring parties and to all members of the treating team and act as the primary clinical decision maker.
- Recognize, respond and escalate changes in the consumers condition.
- Act as a consumer advocate, protecting their rights and beliefs.
- Ensure liaison and communication with families and support persons in obtaining collateral history, and in discharge planning.
- Ensure the provision of risk assessments at each clinical contact.
- Maintain consumer records and document assessments, care plans and discharge plans.
- Work with the Leadership Team to develop clinical processes to ensure the effective application of the Penrith Head to Health service model in the early stages of implementation.
- 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.
- 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 to ensure that clinical 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 workplace in accordance with the requirements of the Work Health and Safety Act 2012.
- Complying 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.
- Assisting 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.
- Ensure records management obligations are met, in accordance with Neami National policies and procedures. This includes the retention of hardcopy and/or electronic records and ensuring files are accurate and kept up to date.
- Commitment to understand service consumer data requirements and to collaborate with consumers to gather relevant data
- Consideration of individual and aggregated consumer data to inform practice and continuous service improvement

ORGANISATIONAL ACCOUNTABILITIES

- Act at all times in accordance with the Neami National code of conduct.
- Work in accordance with Neami National policies and procedures, including adhering to policies on Privacy and Confidentiality and Records Management.
- Follow safe work practices for self and others and comply with Neami National Occupational Health and Safety management processes.
- Ensure risks are identified, reported, documented and appropriately managed in accordance with Neami Group policies to ensure safe and effective services.

- Proactively work towards achieving individual and team goals, whilst demonstrating Neami National core competencies and values.
- Actively engage in Professional Development opportunities and embrace learning opportunities.
- Take an active role in promoting and generating quality improvements processes within your area of responsibility and more generally across the organisation.
- Have a commitment to promoting a diverse and inclusive environment for all staff, consumers and carers.
- In addition to the position description accountabilities, all staff are expected to undertake any reasonable tasks as directed.

THE PERSON

Experience, Knowledge, Qualifications, Skills and Attributes

Essential

- Registration as a Nurse Practitioner endorsed Mental Health with the Health Practitioner Regulation National Law Act 2009 with a current annual practicing certificate from the Australian Health Practitioner Regulation Agency is essential.
- Master of Nursing (Nurse Practitioner).
- Current Prescriber Number.
- Compliance with Public Health Vaccination Orders, including COVID-19 Vaccination
- Criminal record checks are mandatory for all new appointments.
- Working with Children Checks are required before commencement of work (employee responsibility).

Desirable

- Credentialed status with the Australian College of Mental Health Nurses (ACMHN) would be highly desirable.
- Experience as a Mental Health Nurse Practitioner.
- Significant 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.
- 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 Nurse Practitioners.
- Demonstrated knowledge of the National Safety and Quality Health Service Standards.
- 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 through coaching and mentoring
- 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 organizations.
- 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.

ACKNOWLEDGEMENT OF POSITION DESCRIPTION

This position description is current at date of approval. It may change from time to time to reflect operational needs and changes to organisational reporting relationships.

By signing your employment agreement, you acknowledge that you have read, understood and accept the responsibilities and accountabilities as outlined above in this position description.