

Position Description

Mental Health Nurse Practitioner -UMHCC

Section A: Position Details

Position title:	Mental Health Nurse Practitioner -UMHCC
Employment Status:	Full Time, Ongoing
Classification and Salary:	Nurses Award 2010, Nurse Practitioner 1 st or 2 nd Year \$156,894 - \$161,557
Location:	Adelaide CBD, 215 Grenfell St. Urgent Mental Health Care Centre
Hours:	7 Day Rotating Roster
Contract details:	Ongoing subject to a 6-month probation period

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) Mental Health Nurse Practitioner is an exciting role responsible for providing person centred clinical nursing care services to guests 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 Mental Health Nurse Practitioner, you will form part of the UMHCC multidisciplinary team responsible for providing clinical leadership and high-quality, person centered care to guests accessing the UMHCC. Based upon the key principles of Clinical Practice, Leadership, Education and Research, the Mental Health Nurse Practitioner is an integral member of the multidisciplinary team and draw on their clinical expertise of mental health recovery & crisis intervention.

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

The Mental Health Nurse Practitioner will work with the UMHCC multi-disciplinary team inclusive of Peer Support Workers, Mental Health Clinicians and Medical Practitioners 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

This is an ongoing position subject to 6-month probation period

Accountability

The Mental Health Nurse Practitioner is accountable operationally to the Clinical Services Manager – Urgent Mental Health Care Centre.

The Mental Health Nurse Practitioner reports professionally to the Consultant Psychiatrist

Qualifications

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.

- Credentialed status with the Australian College of Mental Health Nurses (ACMHN) would be highly desirable.
- Master of Nursing (Nurse Practitioner).
- Current Prescriber Number

Conditions of Employment

The terms and conditions of employment will be in accordance with the Nurses Award 2010.

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

- 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 (~\$159 + GST).

- Working with Children checks are 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 B: Key Responsibilities

Principal Responsibilities

- Provide clinical services, consultancy, and advice within a defined scope of practice
- Assess, plan, implement, evaluate and document UMHCC 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 guest health, wellbeing and independence.
- Prescribe medications in accordance with the guests care plan.
- Comply with legal requirements governing healthcare and professional standards relevant to the defined scope of practice.
- Contribute to screening assessments to people presenting to the UMHCC as required.
- 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 (as applicable).
- Ensure the safety of the public, guests 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 and the Urgent Mental Health Care Centre

Operational/Clinical Performance

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Engage Guests, using a strengths-based approach to complete a health status measurement and needs assessment. Using the Collaborative Recovery Model (CRM) principles work collaboratively with guests
- Monitor the management of guests under supervision, incorporating appropriate assessment if required and participate in exit huddles with team members providing care to the guests
- Ensuring that all people seen by the UMHCC are reviewed in a timely manner and have appropriate care plans in place prior to exit.

- Coordinate the care of those people in receipt of services from the UMHCC in collaboration with the multidisciplinary team.
- Ensure that clinical decisions in relation to UMHCC guests 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 guest condition.
- Act as a guest advocate, protecting their rights and beliefs.
- Ensure liaison and communication with families and support persons in obtaining collateral history, and in exit planning.
- Maintain guest records and document assessments, care plans and exit plans.
- 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.
- 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/Shift Co-ordinators and Medical Practitioners 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 work place in accordance with the requirements of the Work Health and Safety Act 2012.
- Complying with appropriate WHS policies, procedures, work practices and safety instructions.
- 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.
- 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

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

- Experience as a Mental Health Nurse Practitioner (desirable)
- 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 guest
- 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 guests, 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 guest 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