POSITION DESCRIPTION – Alfred Health

DATE REVISED: 5 March 2021

POSITION: Mental Health Nurse - Neurodevelopmental Stream

AWARD/AGREEMENT: Victorian Mental Health Services Enterprise Agreement 2016-2020

CLASSIFICATION TITLE: Registered Psychiatric Nurse Grade 3

DEPARTMENT/UNIT: Alfred Mental & Addiction Health

CLINICAL PROGRAM: Alfred Child & Youth Mental Health Service (CYMHS)

DIVISION: Operations

CLINICALLY ACCOUNTABLE TO: Head of Clinical Services CYMHS

OPERATIONALLY ACCOUNTABLE: Team Leader Neurodevelopmental Team

PROFESSIONALLY ACCOUNTABLE TO: Discipline Senior Mental Health Nurse

ALFRED HEALTH

Alfred Health is the main provider of health services to people living in the inner southeast suburbs of Melbourne and is also a major provider of specialist services to people across Victoria. The health service operates three outstanding facilities, The Alfred, Caulfield, and Sandringham.

Further information about Alfred Health is available at www.alfredhealth.org.au

OUR PURPOSE

To improve the lives of our patients and their families, our communities and humanity.

OUR BELIEFS

Our staff are expected to demonstrate and uphold the beliefs of Alfred Health:

- Patients are the reason we are here – they are the focus of what we do
- How we do things is as important as what we do.
- Respect, support and compassion go hand in hand with knowledge, skills and wisdom. Safety and care of patients and staff are fundamental
- Excellence is the measure we work to everyday. Through research and education, we set new standards for tomorrow.
- We work together. We all play vital roles in a team that achieves extraordinary results.
- We share ideas and demonstrate behaviours that inspire others to follow.

ALFRED MENTAL & ADDICTION HEALTH - PROGRAM, DEPARTMENTS & UNITS

Alfred Mental & Addiction Health is responsible for the operation of services, which focus on people with a severe mental illness residing in the Inner South Eastern area of Melbourne.

Services are provided by a number of teams located at the Alfred Hospital (Commercial Road, Prahran) and at St. Kilda Road Clinic, Alma Road CCU in St. Kilda, PARC at Nicholson Street Prahran, Aged Mental Health service at
Caulfield Hospital and the Child & Adolescent Service located in Moorabbin and headspace service in various locations in Victoria. Alfred Mental & Addiction Health also works in partnership with relevant local non-government and social support agencies.

The single most important goal of Alfred Mental & Addiction Health is to create an environment that facilitates clinical recovery, supports individual recovery efforts and strives to minimise service system barriers to the recovery process.

CHILD & YOUTH MENTAL HEALTH SERVICE (CYMHS)

Alfred CYMHS is one component of the Department of Mental and Addiction Health at Alfred Health. It is a community-based service that provides comprehensive assessment, treatment and case management to infants, children, adolescents and young people up to the age of 25 years presenting with behavioural, emotional, psychiatric or developmental difficulties.

CYMHS provides clinical services in partnership with a wide range of service providers to achieve the best possible outcomes. Alfred CYMHS is committed to active participation by families and young people in evaluating and improving our services. The Neurodevelopmental stream is a 0-25 year service incorporating, neuropsychiatry, developmental assessment and management service and MHIDI-youth. This stream specialises in the overlap between psychiatry, neurology, medicine and disability. The team provides multidisciplinary assessment and case management for children and young people with delays/impairments in several areas of development with additional emotional, social and behavioural problems. The neurodevelopmental team seeks to support families of children and young people and to prevent secondary psychiatric impairment by means of early detection and management of dual disabilities.

The Mental Health Intellectual Disability – Youth (MHIDI-Y) Initiative which sits within the Neurodevelopmental Stream will address a critical service gap by providing a specialist, community-based mental health assessment and treatment service for people with an intellectual disability and severe mental illness.

POSITION SUMMARY

The position is a permanent, part time position three days a week in the Mental Health Intellectual Disability Initiative (MHIDI-Y) Team part of the Neurodevelopmental stream, Alfred Child and Youth Mental Health Service. The MHIDI-Y service is funded to address a critical service gap by providing specialist, community-based mental health service for people with an intellectual disability.

MHIDI-Y team members, including the mental health nurse, have a case management role in addition to providing discipline specific assessment and intervention, clinical, family and group work. As a mental health nurse, you will demonstrate commitment to high standards of client care and family support, and will champion the facilitation of Health Screening for clients upon service entry, working alongside a Paediatric Registrar. Involvement in Health Screening of young people with dual disability is an exciting position for a nurse candidate, having a role in exercising creativity to adapt clinical practices to accommodate the disability needs of young people. Furthermore, Health Screening in the dual disability population is an integral part of the psychiatric assessment process to help rule out any health issues that may be contributing to the mental health or behavioural presentation. Health screening also provides a vital therapeutic role in providing psycho-education to young people, helping them to learn the important relationship between physical and mental health.

The successful applicant will also provide discipline specific nursing assessment to the broader CYMHS program via the Eating Disorders Program. The nurse will perform weekly vital sign observations and physical health assessments for the complex young people presenting to the Program, with the support of the consultant psychiatrist and broader treating team.

The successful applicant will participate in service development planning, implementation, and evaluation activities. Alfred CYMHS works in close collaboration with Mental and Addiction Health and Headspace southern Melbourne to ensure co-ordinated transitions and integration of services across the system of care.
DUTIES AND RESPONSIBILITIES (PRIVILEGES)

KEY RESPONSIBILITIES

1. CLINICAL CARE
   - The incumbent will provide clinical assessment, intervention, case-management, outreach and therapy to children, and young people who are experiencing a range of neurodevelopmental difficulties within a culture that emphasises family involvement.
   - Demonstrate knowledge and provide advice on evidenced based discipline specific assessment and intervention in mental health for children and young people.
   - Actively seek to engage clients, carers and families in treatment, planning and review processes.
   - Strengthen shared care models and partnership development with other service providers.
   - Provision of group interventions to children, young people and parents.
   - Provision of therapeutic support to the ‘system’ around the child young person in a collaborative and reflective partnership with other involved agencies.

2. QUALITY IMPROVEMENT
   - Support continuing professional development and develop specialist skills in the area of child and youth mental health and disability.
   - Participate in and be involved in committees, portfolios, working parties and community networks.
   - Contribute to the orientation and supervision of students in Child, Adolescent and Youth Psychiatry.
   - Adhere to professional standards and ethics in relevant discipline as outlined in the relevant code of conduct, National Mental Health Practice Standards and other related protocols.
   - Ensure routine documentation processes within the team including use of electronic health records and data collection requirements.
   - Act as a resource demonstrating current theoretical knowledge and evidence base for discipline specific practice in mental health.

3. COMMUNICATION AND TEAM WORK
   - Demonstrate positive team behaviours.
   - Collaborate with other staff from other disciplines to maximise the range and scope of services provided to clients and their families.
   - Collaborate with professionals from other agencies, and engage in partnership development that expands the range of services and access to services for young people with neurodevelopmental diagnosis and disability.

4. PROFESSIONAL DEVELOPMENT
   - Participate in an appropriate supervision program
   - Participate in professional development activities.
   - Participate and lead discipline specific meetings and projects as appropriate.

KEY CAPABILITIES

Specific to this role:

1. Actively demonstrate and promote discipline specific competencies to improve the outcomes for children and young people with emotional, behavioural, social, or developmental difficulties & their families.
2. Demonstrated clinical expertise in child, adolescent and youth mental health or disability. Experience working with young people with intellectual disability or mental health is desirable, with professional development opportunities provided.

3. Demonstrated ability to work within structures of supervision and clinical accountability.

4. Active participation in quality improvement activities including clinical review meetings, outcome measurement and analysis, and the maintenance of daily contact records.

5. High level of interpersonal skill and demonstrated ability to effectively communicate with children, young people, family members, members of the general community and other professionals.

6. Commitment to enabling the involvement of families, carers, consumers and other service providers/agencies as appropriate in treatment planning and outcome review processes.

7. Effective planning and organisation skills.

8. Ability to contribute to mental health research and quality improvement projects.

9. Ability to function independently and seek guidance and support when necessary as part of a multidisciplinary team.

10. Demonstrated ability to contribute to a positive team environment.

11. Knowledge of the principles and application of the Mental Health Act (1986) and amendments (1996), Children’s and young person’s Act (2005), Children, Youth and Families Amendment (Permanent Care and Other Matters) Act 2014 and other relevant legislation and policies and strategic directions in public mental health service provision.

Mental Health Workforce Capabilities & Priorities Include Awareness:

1. RIGHTS, RESPONSIBILITIES, SAFETY AND PRIVACY

Mental health professionals uphold the rights of people affected by mental health problems and mental disorders, and those of their family members and/or carers, maintaining their privacy, dignity and confidentiality and actively promoting their safety.

2. CONSUMER AND CARER PARTICIPATION

Mental health professionals encourage and support the participation of consumers and carers in determining (or influencing) their individual treatment and care.

3. AWARENESS OF DIVERSITY

Mental health professionals practise in an appropriate manner through actively responding to the social, cultural, linguistic, and spiritual and gender diversity of consumers and carers, incorporating those differences in their practice.

4. MENTAL HEALTH PROBLEMS AND MENTAL DISORDERS

Mental health professionals are knowledgeable about mental health problems, mental disorders, and the co-occurrence of more than one disease or disorder, and apply this knowledge in all aspects of their work.

5. PROMOTION AND PREVENTION

Mental health professionals promote the development of environments that optimise mental health and wellbeing among populations, individuals and families in order to prevent mental health problems and mental disorders.

6. EARLY DETECTION AND INTERVENTION

Mental health professionals encourage early detection and intervention.
7. ASSESSMENT, TREATMENT, RELAPSE PREVENTION AND SUPPORT

Mental health professionals provide or ensure that consumers have access to a high standard of evidenced-based assessment, treatment, rehabilitation and support services, which prevent relapse and promote recovery.

8. INTEGRATION AND PARTNERSHIP

Mental health professionals promote the integration of components of the mental health service to enable access to appropriate and comprehensive services for consumers, family members and/or carers through mainstream health services.

9. SERVICE PLANNING, DEVELOPMENT AND MANAGEMENT

Mental health professionals develop and acquire skills to enable them to participate in the planning, development, implementation, evaluation and management of mental health services to ensure the delivery of coordinated, continuous and integrated care within the broad range of mainstream health and social services.

10. DOCUMENTATION AND INFORMATION SYSTEMS

Mental health professionals maintain a high standard of documentation and information systems on clinical interventions and service development, implementation and evaluation to ensure data collection meets clinical, monitoring and evaluation needs.

11. EVALUATION AND RESEARCH

Mental health professionals systematically monitor and evaluate their clinical practice, consistent with the National Standards for Mental Health Services and relevant professional standards to ensure the best possible outcomes for consumers, family members and/or carers.

12. ETHICAL PRACTICE AND PROFESSIONAL RESPONSIBILITIES

Mental health professionals adhere to local and professionally prescribed laws, codes of conduct and practice, and take responsibility for their own professional development and continuing education and training.

QUALITY, SAFETY, RISK and IMPROVEMENT

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives
- Follow organisational safety, quality & risk policies and guidelines
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate concerns regarding safety, quality & risk to appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Alfred Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.

OTHER REQUIREMENTS FOR ALL ALFRED HEALTH STAFF:

- Commitment to child safety - Alfred Health has zero tolerance for child abuse and are committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.
- Ensure compliance with relevant Alfred Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
• Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Alfred Health.

• Comply with Alfred Health medication management and medication safety policies and guidelines.

• In this position, you must comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.

• Research activities will be undertaken commensurate with the role.

QUALIFICATIONS/EXPERIENCE REQUIRED

Essential

• Registration with AHPRA as a nurse

• Post Graduate Diploma in Mental Health Nursing or equivalent

• Skills and experience as evidenced by two or more years post qualifying experience within Mental Health Services, paediatric/adolescent experience. Disability and MH experience would be desirable.

• The successful applicant must be passionate about working with people with intellectual disabilities; specialist training in the dual disability sector is not required, with professional development opportunities provided in-service, external and through collegial support.

Desirable

• Completion of the Developmental Psychiatry Course

• Experience working with clients with intellectual or cognitive disabilities

• Demonstrated commitment to continued learning

• Knowledge of the Mental Health Act and the other relevant legislation and policies.

Performance Indicators

• Demonstration of clinical knowledge and competence in the area of child adolescent and youth psychiatry and or disability

• Active participation of family, carers and clients in treatment decisions and planning.

• Effective and efficient participation in team meetings.

• Provision of high-quality assessment, treatment and case management.

• Effective collaboration with community service providers. Participation in professional development, clinical supervision and performance management.

OTHER RELEVANT INFORMATION

• This position may be required to work at any campuses of the Alfred Health or external agencies as and when required. Such a requirement may be on going, a temporary arrangement, on an ad hoc basis or a permanent change of location.

• Current Victorian Driver’s License

• Current working rights visa

• Satisfactory completion of a Police Check

• Satisfactory completion of Working with Children Check
This position description will be subject to periodic review.

Position Description authorised by: Denise Fry - Manager, CYMHS
Date: February 2021