POSITION DESCRIPTION

DATE REVISED: March 2019

POSITION: Senior Mental Health Clinician - Registered Psychiatric Nurse Grade 4

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

CLASSIFICATION TITLE: Registered Psychiatric Nurse Grade 4

DEPARTMENT/UNIT: Alfred Mental and Addiction Health

CLINICAL PROGRAM: Community Psychiatry Program

DIVISION: Operations

ACCOUNTABLE TO: Manager Community Psychiatry

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 standard we work to everyday. Through research and education, we raise the bar for tomorrow
- We work together. We play vital roles in a team that achieves extraordinary results
- Our leadership shares ideas and demonstrates behaviours that inspire others to follow
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DEPARTMENT

Alfred Mental and 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, Waora Clinic in South Yarra, Alma Road CCU in St. Kilda, the Child & Adolescent Service located in Moorabbin and Headspace service in various locations in Victoria. Alfred Mental and Addiction Health also works in partnership with relevant local non-government and social support agencies.

The single most important goal of Alfred Mental and 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.

POSITION SUMMARY

The role of the Senior Mental Health Clinician (RPN4) is based at St Kilda Road Clinic and sits within the Community Mental Health Service (CMHT). This is a multidisciplinary Team comprising approximately 20 clinical EFT made up of Consultant Psychiatrists, Registrars, Psychiatric Nurses, Occupational Therapists, Social Workers, Peer Workers and Clinical Psychologists.

The CMHT utilises a biopsychosocial model to provide clinic based and outreach assessment, treatment and support services to clients aged 25-64 years who experience serious and/or enduring mental illness, and who require specialist clinical services. The CMHT staff aim to work in partnership with consumers and carers, enabling them to be involved in their care in order to achieve best possible outcomes. The staff of the CMHT are clinically divided into three multi-disciplinary sub-teams, each with its own Consultant Psychiatrist, discipline representation and allocated client load.

The Senior Mental Health Clinician RPN 4 will provide nursing leadership, supervision and support within a designated team. The incumbent will work closely and support the team Senior Clinician and will work with an allocated client list, to provide clinical management, treatment and support services, as well providing discipline specific input to the multidisciplinary team. The successful applicant will also have opportunities to contribute to the development of their discipline, not only to the CMHT, but also within Alfred Mental and Addiction Health as a whole.

The incumbent will be expected to provide discipline specific, clinical and community treatment for clients with broad and complex needs. Clients of the CMHT at Alfred Mental and Addiction Health have primary mental health issues, and may also have housing, drug and alcohol, forensic and general health problems. The successful applicant will provide treatment and care to a small targeted client group, provide discipline specific assessment and interventions and in conjunction with colleagues’ complete recovery plans with the clients of the CMHT.

DUTIES AND RESPONSIBILITIES:

- Conduct comprehensive clinical assessments including history, psychosocial and developmental history, family history, mental status examination, risk assessment, substance use, physical health and develop a formulation and treatment plan
- Conduct comprehensive initial risk assessment and routinely review and monitor risk
- Provide appropriate formulation and treatment planning in a collaborative recovery focused model of care
- Manage a clinical case load
- Provide treatment as prescribed under the 2014 Mental Health Act
• Actively communicate significant clinical information to other staff, escalate appropriate clinical situation within the CMH, manager, consultant or other services within Alfred Mental and Addiction Health and other service providers as necessary
• Welcome and orient the consumer and their family to Alfred Mental Health Addiction service, including to rights and responsibilities, available supports, and to the roles of the treating team.
• Engage with consumer’s family and network, identify needs and refer to appropriate support services as necessary
• Work collaboratively with the consumer and their family to develop and review treatment & recovery plans
• Work effectively with the multi-disciplinary Community Mental Health Team
• Promote consumer autonomy including the self-management of prescribed medications
• Provide therapeutic, evidence based interventions when working with your client group
• Conduct Physical Health screening and facilitate appropriate follow up of physical health issues
• Conduct alcohol and other screening and facilitate appropriate referral and follow up
• Ensure documentation is accurate, succinct, up to date, and reviewed routinely
• Achievement of service contact hour targets for clinicians
• Support NDIS application and engagement

RPN 4 specific duties and responsibilities:

• Provide nursing leadership, supervision and support within your designated team
• Carry a nursing related clinical portfolio
• Support the Nurse Manager in the execution of their duties
• Administer medications, monitor vital signs and review medication effects
• Undertake physical health screening, assessment and monitoring
• Escalate physical health concerns or abnormalities to medical or senior nursing staff
• Convey pertinent clinical information to medical staff, General Practitioners and other clinicians
• Provide psychopharmacological education to clients, carers and others
• Ability to formulate treatment and recovery plans taking in to account biopsychosocial factors
• Ensure that nursing documentation is accurate and succinct and is reviewed and updated promptly as required
• Provide preceptorship and training to nursing students and other staff as required
• Maintain knowledge of contemporary nursing practice

KEY CAPABILITIES
Specific to this role:

• Demonstrated ability to perform the role as outlined in duties and responsibilities section above
• Demonstrates advanced clinical knowledge and an in-depth understanding of contemporary evidence based practice in the assessment, planning and treatment of clients.
• Demonstrated ability to work independently and as a member of a multi-disciplinary team
• Well-developed interpersonal and communication skills and demonstrated ability in teamwork and the support of other disciplines within the team
• Demonstrated ability to effectively liaise, consult and negotiate with clients, families and carers, as well as a broad range of health professionals and community agencies
• Sound knowledge of the Mental Health Act 2014 and its amendments and other relevant Legislation and their relevance to this client population
• A commitment to staff development, service-wide development and evaluation
• A history of ongoing professional development
• A high performer, customer focussed, motivated and enthusiastic

Specific to the discipline:
• Provide nursing leadership, supervision and support within your designated team
• Demonstrates advanced knowledge of contemporary evidence based nursing practice in the assessment, planning and treatment of clients
• Knowledge of psychopharmacology, specific medications, their effects and side effects.
• Demonstrated competency in the administration of medication in a community setting, including successful completion of SCAM (Single Checking Administration Medications)
• Ability to engage clients to identify barriers to medication adherence, and to put in place strategies to promote adherence
• Medication side effect assessment competency
• Advanced mental state and risk assessment skills
• Physical health screening, assessment and monitoring skills
• Provide preceptorship and clinical supervision of nursing students and other nurses as appropriate
• Actively participate in own regular clinical supervision

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, 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 and 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

**QUALIFICATIONS/EXPERIENCE REQUIRED**

**Essential**

- A current Registration with AHPRA, preferably with Psychiatric endorsements or equivalent
- Postgraduate qualifications in Psychiatric nursing are strongly preferred
- Experience in a range of psychiatric interventions indicating an ability to perform community-based psychiatric assessment including that of risk assessment
- A current driver’s licence is required to undertake this role
- A police check is required
• A Current Working with Children check is required (or willingness to attain one prior to commencement)
• A current driver’s licence is required to undertake this role

**Desirable**

• Commitment to the philosophy of recovery oriented practice for people with substantial and prolonged mental illness
• A history of ongoing professional development
• A Police check will be required
• The occupant will be required to perform other duties as directed

The Alfred is an Equal Opportunity Employer. A six-month Probation Period applies to this position, as with Alfred Health policy.

As per Alfred Health policy, a six-month Probationary Period applied to his position.

**Position Description authorised by Valerie Grueva CCT Manager SKRC**

**Date: March 2021.**