POSITION DESCRIPTION

Date Revised: July 2019

POSITION: Mental Health Nursing Transition to Speciality practice

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

CLASSIFICATION TITLE: RPN 3 (Year 1)(NP81)

DEPARTMENT/UNIT: Alfred Mental and Addiction Health

CLINICAL PROGRAM: Community Program

REPORTS TO: Team Leader HOPS

ACCOUNTABLE TO: Community Program Manager

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.
DEPARTMENT

Alfred Mental and Addiction Health (AMAH) is responsible for the operation of area mental health 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, the Child & Adolescent Service located in Moorabbin, Aged Mental Health Service at Caulfield Hospital 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:

This Transition to Community practice position has been established to enable nurses to build on skills and competencies relevant to community mental health nursing. This 12-month structured program provides orientation, supervision and support to meet competencies, engage in autonomous practice whilst working as a member of a multi-disciplinary team and in partnership with individuals/families/networks working towards recovery goals.

The position is based at St Kilda Road Clinic as one of the four clinical teams based on site. The Homeless Outreach Psychiatric Service provide specialist psychiatric clinical services and intensive support for adult clients aged 25 to 64 years who are experiencing mental illness and homelessness, itinerancy or are at risk of homelessness.

As well as providing assertive case management services, the HOPS service delivery model also includes extensive triage, assessment, referral and secondary consultation services to several key homeless agencies within the Inner South catchment area. This extended service aims for better integration of services to prevent illness progression and earlier intervention to reduce the need for hospitalisation.

The successful applicant will be expected to provide client centred, recovery oriented, assertive clinical case management and community treatment to their allocated client load with multiple and complex needs. For instance, clients may have primary mental health issues, and may also have housing, drug and alcohol, forensic and general health problems. The successful applicant will also provide discipline specific skills across the multidisciplinary team, particularly in relation to pharmacological knowledge, administration of medications and monitoring and reviewing side effects.

KEY RESPONSIBILITIES

This position has been established to support the training and development of nursing delivery relevant to Community Mental Health Services. The position is a 12 month position.

- Provide direct clinical service to clients
- Actively participate as part of the multidisciplinary team
- Engage in training and education
- Engage in regular clinical supervision
- Receive mentorship
- Meet transition program milestones

**CLINICAL RESPONSIBILITIES**

At completion of this 12 month program, it is expected a community MHN can demonstrate the following skills:

- Complete a collaborative community mental health assessment, risk assessment and engage in planning
- Identify and incorporate best practice principles in all interventions
- Independently undertake family/network assessments and liaison
- Document a collaborative formulation and plan
- Work independently
- Engage in therapeutic relationships and provide therapeutic interventions
- Understand and identify when to use outcome measurement tools
- Understand various roles and disciplines within mental health and refer appropriately
- Utilise de-escalation techniques effectively and adhere to guidelines related to aggression in a community setting
- Undertake crisis assessments, triage and respond appropriately to health deterioration
- Identify and refer to other support services as appropriate
- Demonstrate a broad knowledge of psychotropic medications and effects
- Ability to safely and independently administer medication
- Promote, monitor and incorporate physical health interventions
- Assess substance misuse and engage in therapeutic interventions
- Identify relapse signatures with individuals and their network to inform planning
- Have a working knowledge of the MHA 2014 and uphold its underlying principles including supported decision making and least restrictive interventions
- Promote and support advanced statements
- Engage in liaison with other healthcare providers
- Document accurately and articulately
- Provide effective clinical handovers

**QUALITY IMPROVEMENT**

- To participate in clinical supervision, performance reviews, professional development and training opportunities
- Participate in discipline specific meetings and projects
- Adhere to professional practice standards and code of ethics as outlined by AHPRA, Australian Nursing and Midwifery Board and Australian College of Mental Health Nursing.

**COMMUNICATION AND TEAM WORK**

- Demonstrate positive team behaviours

**CONTRIBUTION TO SERVICE**

- Contribute towards research and evaluation activities within the service.
PROFESSIONAL DEVELOPMENT

- Participate in workforce development training
- Participate in a supervised program
- Participate in professional development activities.

QUALITY, SAFETY, RISK and IMPROVEMENT

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

OTHER REQUIREMENTS:

- 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.
- Comply with 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.

Expectations

- Demonstrate a range of psychosocial interventions appropriate to individual needs
- Ability to work autonomously and as a member of a multi-disciplinary team
- Continuously develop interpersonal and therapeutic skills
- Effectively liaise with all stakeholders

Mental Health Workforce Capabilities & Priorities include awareness of:

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.
REQUIREMENTS:
Knowledge and experience:

- Sound knowledge of the MHA and other relevant legislation
- A commitment to professional development, service development and evaluation
- Commencement or completion of a post graduate mental health nursing diploma
- A history of engaging in professional development
- Commitment to community mental health for people with serious mental health issues
- A high performer, patient focussed, motivated and enthusiastic

QUALIFICATIONS/EXPERIENCE REQUIRED

- A current practising registration in Registered Nursing issued Australian Health Practitioner Regulatory Agency (AHPRA)
- Currently studying or completed Postgraduate qualifications in mental health nursing.
- Experience in a range of nursing interventions
- A current driver’s licence