POSITION DESCRIPTION – The Alfred

POSITION: Registered Psychiatric Nurse – Brief Intervention Short Stay Unit (BISSU) within the Emergency & Trauma Centre

AWARD/AGREEMENT: Psychiatric Services

CLASSIFICATION TITLE: Registered Nurse Division 1

DEPARTMENT/DIVISION: Alfred Psychiatry / Operations

CLINICAL PROGRAM: Psychiatry in collaboration with Emergency & Trauma Centre (E&TC)

ACCOUNTABLE TO: Director of Nursing via Team Leader CL/EPS

OPERATIONALLY ACCOUNTABLE: Operations Manager CLE and Nurse Manager E&TC.

CLINICALLY ACCOUNTABLE: Team Leader and Consultant Psychiatrist

PROFESSIONALLY ACCOUNTABLE: Clinical Services Director Psychiatry

WORKS IN COLLABORATION WITH:

Internally: Emergency & Trauma Centre (E&TC) staff and EPS staff; Alfred Psychiatry in-patient unit staff and the Alfred Psychiatry Community teams; Consultation Liaison Psychiatry

Externally: Victoria Police, GP’s, Private Psychiatrists and psychologists; MHCSS organisations, family and carers.

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 VALUES

Our staff is expected to demonstrate and uphold our values of:

   Integrity, Accountability, Collaboration and Knowledge.

Our values provide the platform for the way we work and the decisions we make. Through this approach, our Vision and Mission are achieved.
**DEPARTMENT**

Alfred Psychiatry 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. The Alfred Emergency and Trauma Centre (E&TC) will see all emergencies for assessment and stabilisation. The Department is a purpose built modern facility managing approximately 67,000 patients per year. The E&TC has 59 treatment bays with 43 having full bedside monitoring and is arbitrarily divided into seven main clinical areas. It provides emergency medical and psychiatric services to the local community, as well as some Victorian State-wide services.

Services are provided by a number of teams located at the Alfred Hospital (Commercial Road, Prahran) and at St. Kilda Road Clinic, Waiora Clinic in Armadale, Alma Road CCU in St. Kilda and the Child & Adolescent Service located in Moorabbin. Aged Psychiatry is located at Caulfield campus of Alfred Health.

Alfred Psychiatry also works in partnership with relevant local non government and social support agencies.

The single most important goal of Alfred Psychiatry 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 position is established within the integrated Emergency Psychiatry team, one arm of the Consultation Liaison & Emergency Psychiatry Program. The RPN will work in the BISSU of the E&TC.

The CLE program consists of:

- Emergency Psychiatry Service (EPS) is the Consultation Liaison service to the E&TC providing Mental Health and/or AOD assessment and interventions. This assessment includes immediate assessment and risk management plans for persons presenting with Behaviours of Concern.
- BISSU is the brief intervention and short stay unit that supports therapeutic engagement and risk management of clients admitted to the E&TC. It enables a longitudinal period of assessment (up to 24hrs) and the ability to provide brief therapeutic interventions prior to determining the disposition.
- The CL team who provide consultations and guidance regarding the management of patients in the general hospital with mental health problems, behavioural issues and/or AOD issues.
- Crisis Assessment and Treatment Services within the community incorporating early discharge management, assessment and management of newly referred clients as well as after hour treatment and crisis support to clients of community mental health services inclusive of Adult, Aged and Child and Youth teams within Alfred Health.
- Triage is the Alfred Psychiatry 24-hour telephone triage referral, advice and support service.
- PACER is a 7 day a week afternoon/evening outreach service working in collaboration with Victoria Police providing acute assessment and advice to Victoria Police as an alternate to transfer of clients to the E & TC under section 351 of the MHA.
- HOPE is the Suicide Prevention team who provide 3 months’ intensive outreach psycho-social support and brief interventions to individuals discharged from hospital post a suicide attempt or who have presented with serious suicidal ideation.
- Access Manager (Psychiatry) – coordinates and prioritises all requests for in-patient care; responsible for 7-day post discharge follow-up and the repatriation of patients to their AMHS.

The RPN2 will demonstrate core values of nursing at Alfred Health through appropriate and evidenced based clinical practice and care of patients and their family. The position is based in the BISSU within E&TC and requires a minimum of 3 years post graduate experience and demonstrated skills in risk assessment, mental state assessment, care planning with knowledge of acute psychiatry and community care options.
The BISSU is a four-bed unit in the E&TC that provides acute assessment, brief intervention and treatment and referral options for patients with mental health and/or Alcohol or Other Drug (AOD) issues. The RPN will work directly with E&TC nursing and medical staff and alongside EPS clinicians in the BISSU. The ability and flexibility to work with mental health patients, AOD patients and patients with low acuity medical issues is required in this role.

Comprehensive knowledge of the Mental Health Act and other relevant legislation e.g. the Guardianship Act is required, along with well-developed interpersonal skills to effectively consult, liaise and negotiate with patients, carers, family members, and other professionals. The position requires a high performer who is customer focused, a team player, and is keen to expand their knowledge and expertise in working with patients who are acutely psychiatrically unwell.

The position involves a rotating shift work roster that includes night shift.

The RPN2 will receive expert supervision and mentorship via the Team Leader EPS and senior EPS clinicians. The RPN will ensure clients receive the short term care they require; their rights under the MHA are adhered to and their extended care in E&TC produces positive outcomes for their recovery.

KEY RESPONSIBILITIES

CLINICAL CARE:

- The RPN will provide care to patients in BISSU as per the EPS plan of care, working collaboratively with the allocated E&TC (RN) and HMO. They will work closely with the EPS team to achieve the goals for admission to this unit.

- Systematically assesses the physical and mental state of the patient, analyses information and identifies the patient’s nursing needs.

- Undertakes a thorough risk assessment of the patient within the BISSU to identify the patient risks. Anticipates the patient’s needs including the need for sensory modulation techniques and diversion strategies utilising activities available in the BISSU area.

- In collaboration with the EPS clinician and the E&TC RN, apply knowledge and skills to develop a plan of care to effectively ameliorate the identified risks and deliver care as per the plan.

- Recognises changes in the patient’s risk and mental status, takes necessary action, documents variation in the plan of care and escalates to the EPS clinician and/or the EPS Team Leader as indicated.

- Involves the patient, family, and other service elements in the development and implementation of the plan of care.

- Ensures that patient safety and dignity is reflected through plan of care including the management of gender safety.

- Implements the plan of care by providing direct high quality nursing care to patients which meets the individual needs of patients in a manner consistent with the philosophy, policies and objectives of the Nursing Division of the Alfred

- Accepts accountability for own actions and seeks guidance when a situation exceeds experience and/or knowledge.

- Ensures documentation is accurate, clear, succinct and reflective of current mental, physical and risk state, care planning and actions for both patient and family, risk management/reduction, use of and effect of medication and discharge planning.

- Provide psychoeducation to patients and their families to facilitate adherence to the plan

- Co-ordinates an effective discharge from hospital that reflects the needs of the patient and carers ensuring adequate transfer of information with other service elements as required.
QUALITY IMPROVEMENT
1. Participate in research and quality improvement projects
2. Actively participate constructively in team meetings and liaise with other health care team members.
3. Respond to and inform the Team Leader and/or the Operations Manager about department activities, significant events incidents as necessary and participate in clinical and adverse outcome reviews as required.

COMMUNICATION AND TEAM WORK
1. Work collaboratively with E&TC clinicians to ensure appropriate response and support is maintained.
2. Contribute to multi-disciplinary team meetings and clinical reviews to facilitate patient care goals.
3. Promote and model effective teamwork to optimise patient care delivery.
4. Respond to and inform the Nurse Manager about department activities, significant events incidents as necessary and participate in clinical and adverse outcome reviews as required.
5. Ensure an understanding of emergency procedures and participation in training programs.

CONTRIBUTION TO SERVICE
1. Contribute to the professional development and educational programs on mental health topics for the E&TC staff
2. Provide mentorship and support to student nurses and graduate nurses on placement, to ensure the development of clinical competency.
3. Undertake administrative tasks according to the protocols established for the team and required for reporting on the minimum data set reporting framework.

PROFESSIONAL DEVELOPMENT
The candidate will show a strong ongoing commitment to their own professional development and the ability to support and develop knowledge and skills in other team members.

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
- 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.
KEY CAPABILITIES & QUALIFICATIONS/EXPERIENCE REQUIRED

- Registration with the Nurses’ Board Victoria through AHPRA.
- Tertiary qualifications in mental health nursing—post graduate diploma equivalent
- Minimum of 3 years post graduate experience
- Be familiar with and adhere to relevant professional codes of ethics, the values of Alfred Health, and relevant legislation, in particular the Mental Health Act (1986) and the Guardianship & Administration Act (1986)
- Demonstrable record of safe and appropriate clinical practice with sound risk and mental state assessment and skills.
- Demonstrable record of safe medication administration

Mental Health Workforce Capabilities:

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.

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.

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.

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.

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.

EARLY DETECTION AND INTERVENTION
Mental health professionals encourage early detection and intervention.

ASSESSMENT, TREATMENT, RELAPSE PREVENTION AND SUPPORT
Mental health professionals provide or ensure that consumers have access to a high standard ofEvidence-based assessment, treatment, rehabilitation and support services which prevent relapse and promote recovery.

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.

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.

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.

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.

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

Performance indicators:

The clinician will adhere to Key Performance Indicators as set by the Quality & Governance Committee (Alfred Psychiatry)

Position Description authorised by: Kathryn Henderson
Reviewed: 2/2/2018