

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: SENIOR MENTAL HEALTH NURSE

Name:		PO Box 1121 Bendigo Central Victoria 3552
Position number:		
Award/Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020	Central Site: Ph: (03) 5448 1600 Fax: (03) 5441 4200
Classification:	Dependent upon qualifications and experience	Eaglehawk Site: Ph: (03) 5434 4300 Fax: (03) 5441 4200
Site:	The position may work from any Bendigo based BCHS site as negotiated	Kangaroo Flat: Ph: (03) 5430 0500 Fax: (03) 5441 4200
Hours per fortnight:	76.0 hours per fortnight	Elmore Primary Health: Ph: (03) 5432 6001 Fax: (03) 5432 6101
Tenure:	Fixed term to 30 June 2022	
Position description developed:	November 2018	
Responsible to:	Director - headspace and Bendigo Community Health Services Mental Health Programs	

Background

Bendigo Community Health Services (BCHS) delivers a range of health and support services across Bendigo regional areas and this program is in partnership with cohealth. cohealth is one of Australia's largest community health organisations delivering a range of health and support across Melbourne's central business district, northern and western suburbs.

BCHS aims to strengthen community and make a difference to the lives and wellbeing of people, particularly those who experience stigma and the risk of marginalisation. We create impact through a powerful combination of advocacy, innovation in service delivery and partnership with consumers, communities and other stakeholders.

BCHS provides a range of vital local health and support services including medical, allied health, mental health and counselling. More information about BCHS is available on our website at www.bchs.com.au.

Staff enjoy being part of a supportive environment with strong leadership and a collegiate and communicative approach. A not for profit organisation built on strong values, BCHS 'commitment to all staff and volunteers is to ensure a positive and supportive work environment.

1. Position Role

The Senior Mental Health Nurse will provide intake, triage and assessment of referrals to the FMHiCH team under the direction of the FMHiCH Program Manager. The Senior Mental Health Nurse will play a role in the implementation of the program which will include participating in the development of key program documents as well as developing strong working relationships with key partners across the region including with Community Corrections.

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The Senior Mental Health Nurse will be skilled and capable in the delivery of community based, mental health and forensic services and will provide clinical guidance and support to the FMHiCHP team in partnership with other team members to ensure quality and safe care.

2. Position Responsibilities

The responsibilities of the position are:

- Day to day triage, intake and initial assessment of people entering the service and at other times as required that align with Mental Health Treatment Rehabilitation conditions imposed.
- Perform comprehensive mental state, psychosocial, functional and physical health assessments, including gathering data from key partners to ensure appropriate clinical prioritisation.
- Provide clinical leadership to the Forensic Mental Health team via clinical supervision, secondary consultation and clinical review.
- Formulate individual service plans in partnership with others for participants with appropriate follow-up care including review and referral to other agencies and General Practitioners as required that support person centred care and recognise people's strengths within a community-based forensic framework.
- Undertake initial and ongoing clinical risk assessments of participants and develop risk management plans based on clinical and forensic information to provide a safe environment for the participants and others.
- Gather clinical and other data aligning with program needs to monitor participant, service and program outcomes.
- Build strong partnerships with Corrections staff, Area Mental Health staff and other key providers to ensure appropriate information share to meet the needs of participants and the program.
- Work within an internal and external team approach to assessment, ongoing care and treatment
- Participate in the development and implementation of local work instructions and processes to ensure high quality and safe service delivery.
- Participate in professional and clinical supervision.
- Engage in professional development activities to ensure appropriate skill to provide services.
- Monitoring the quality and safety of services through undertaking consumer file auditing, supervision, appropriate documentation and enabling the service to engage in continuous quality improvement.
- Relationship management with key stakeholders including consumers and external agencies
- Participate in the development and implementation of annual program plans, risk registers, compliance activities and ensure all people operations obligations are met.
- Provision of secondary consultation within BCHS, cohealth, and to external agencies including the delivery of training to Community Corrections staff.
- Provision of evidence based and senior level assessment and advice around mental health assessment, treatment and recovery planning.
- Provide opportunities for consumer voices to contribute to resources to support better service outcomes.
- Work alongside Aboriginal Health Services to embed culturally safe practices into the FMHiCH program.
- Produce high quality written reports and presentations.
- Ensure the service remains connected to community health values and services as provided in an integrated and coordinated manner.
- Support the management of consumer and health and safety related incidents that occur to the team and appropriate escalation to line management where required (will operate under

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direction of line manager instances where incidents require further escalation and investigation).

3. The Role of the Team

The Forensic Mental Health in Community Health (FMHiCH) Program is an exciting new initiative funded by the Victorian State Government. The program is designed to provide high quality mental health services in the North West Metro Melbourne (and in partnership with Bendigo Community Health Services in the Bendigo region) to adults who are currently completing Corrections Orders and where these orders have a Mental Health and Treatment rehabilitation (MHTR) condition. Improved mental health outcomes and reduced recidivism are the main desired outcomes of the service.

The service will be delivered by a multi-disciplinary team of mental health professionals who will provide treatment and assessment to eligible clients with a focus on Aboriginal and Torres Strait Islander communities. The service will be expected to operate from a trauma informed and culturally safe platform and will operate in close collaboration and partnership with Department of Health and Human Services (DHHS), Department of Justice (DoJ), Corrections, Area Mental Health Services, Forensic Clinical Specialists and General Practitioners.

4. Key Selection Criteria

4.1 Essential

1. Registered Nurse with current registration with the Australian Health Practitioner Regulation Agency (AHPRA) and a minimum of three years post graduate experience.
2. Recent demonstrated experience in a mental health, alcohol and other drugs, and/or forensic health setting.
3. Understanding of relevant legislation and regulations related to the delivery of forensic mental health services.
4. Extensive clinical capabilities, including mental health triage and assessment experience for people with complex needs.
5. Well-developed interpersonal and communication (written and verbal) skills and a proven history of being able to illustrate strong emotional intelligence qualities.
6. Demonstrated ability to work collaboratively, constructively and co-operatively within a diverse multidisciplinary team and across settings.
7. Demonstrated professional competencies in undertaking comprehensive psychosocial assessments, clinical reasoning and formulating targeted treatment plans/interventions with achievable goals for participants.
8. Demonstrated capacity to handle change with enthusiasm, resilience and flexibility.
9. A current Drivers Licence.
10. A current Working with Children Check.

4.2 Desirable

1. Post graduate qualifications or working towards same.
2. Demonstrated knowledge of current issues, standards and trends in the delivery of mental health and social and emotional well-being services to Aboriginal people.
3. Demonstrated awareness of and sensitivity to Aboriginal culture and history and knowledge of issues impacting on Aboriginal children and families, youth and adults and those affected by Stolen Generations' policies and practices.
4. Demonstrated experience working with Aboriginal people and the ability to communicate effectively and in a culturally appropriately manner.

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5. Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your Manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

6. Staff Review and Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

6.1 Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.

6.2 Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

6.3 Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

6.4 Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

6.5 Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide service delivery to at least the minimum level required by the funder.
- Demonstrate positive outcomes for consumers through your intervention.

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- Show evidence of an integrated service delivery approach for consumers.

6.6 Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities and provides a supportive work environment.

6.7 Child Safety:

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children reach their individual potential.

7. Other Essential Requirements

Staff will:

- Complete a satisfactory Police Check before employment is confirmed, the Police Check will be initiated by BCHS at the expense of the staff member.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration.
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS Privacy Policy and Procedures.

BCHS believes that **"Quality is everyone's business, safety is my responsibility"**

Co-operate with and contribute to BCHS Health and Safety procedures and participate in appropriate safety information and education activities as required.

8. Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.
- BCHS has a commitment to environmental sustainability.

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 Approved: Kim Sykes
 Chief Executive Officer

Date:/...../.....

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 Agreed: Senior Mental Health Nurse

Date:/...../.....