

Position Description

Title	Community Mental Health Nurse
Business Unit	Mental Health - Older Australians Initiative – Great South Coast
Location	Hamilton
Employment type	Part time 0.8 EFT Maximum Term until 30 June 2022
Reports to	Manager Disability & Mental Health

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Older Australians Initiative Mental Health program provides in-reach mental health and care coordination support for people over 65 (or Aboriginal and Torres Strait Islander people over 55) living in the community who are experiencing social isolation and/or loneliness as a result of the Pandemic, and who are at risk of, or have, mental health problems.

This position also provides support to older carers of people with mental or physical health problems who have lost access to normal social networks and supports, due to the Pandemic.

2. Scope

Budget: Nil

People: Nil

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3. Relationships

Internal

- Senior Manager AOD, Mental Health & Disability
- Senior Clinical Psychologist
- Clinical Coordinator
- Clinical Mental Health Clinicians
- Program Leader Mental Health
- Mental Health Recovery Workers
- Uniting staff

External

- Primary Health Network (PHN)
 - South West Healthcare
 - Residential Aged Care Facilities and Aged Care Service Providers in Great South Coast region
 - GPs and Allied Health Services in Great South Coast region
 - Mental Health Service organisations in Great South Coast region
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4. Key responsibility areas

Service delivery

- Work collaboratively with the providers of the Social Connection Partnership Grant project
- Work collaboratively with the participating Aged Care Service providers to inform about the program, provide information and assist with the commencement of the program
- Engage with clients to develop trusting and professional relationships that support clients to identify and reach their recovery goals.
- Undertake comprehensive psychiatric assessments, identifying and prioritising client and family needs, demonstrating expert clinical judgement.
- Routinely conduct evidence based and/or best practice clinical assessments.
- Conduct comprehensive risk assessment and management plans
- Complete full Mental Status Examination which includes physical health and social support, Alcohol Use Disorders Identification Test (AUDIT) and Drug Use Disorders Identification Test (DUDIT)
- Provide evidence based, time-limited psychological treatment and/or therapies which are responsive to the needs of older people with mental illness
- Routinely develop, implement, and review clinical treatment plans of client that target identified biological, psychological and social need of clients and their families and include targeted evidence-based treatment strategies.
- Engaging with clients 'at risk' of developing or experiencing mental illness in screening, assessment, early intervention and/or treatment. This can include therapeutic interventions such as:
 - Motivational Interviewing
 - Cognitive Behavioural Therapy
 - Dialectical Behaviour Therapy
 - Acceptance Commitment Therapy
 - Health Coaching
 - Mindfulness
 - Recovery Orientated Practice
 - Strengths based Therapy
 - Psychotherapy/Counselling
 - Clinical Care Coordination

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- Work collaboratively with client GPs and other professionals involved in their care. Engage in collaborative care planning and case conferences where applicable.
- Promotion and coordination of connections to local services and supports for isolated older adults referred into the program
- Ensure family and carer involvement in all aspects of service delivery wherever possible.
- Participate in clinical supervision with clinical psychologist and regular supervision with Line Manager.
- Attend and participate in monthly peer supervision
- Maintain effective communication with the Clinical Coordinator to ensure the optimal provision of services within the team.
- Actively participate in relevant training and education, aiming to attain the best health outcomes for clients, their families and the community.
- Positively utilise specialised knowledge and skill to continually influence productive and progressive attitudes towards the ongoing development of the mental health services.

Administration

- Reporting of the minimum data set (MDS) and other required key outcome measures on the Primary Health Network portal in accordance with the Older Australians Initiative operation guidelines.
- Maintain statistics and client records reflecting the expectations and required professional standards.

Quality and risk

- Proactive participation in Uniting's MHA committees, working parties, focus groups and other sub-groups relevant to the continuous development of knowledge, skills and clinical processes that underpin the quality of clinical services provided.
- Participate in service improvement activities as part of a total and continual quality improvement process.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.

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5. Person specification

Qualifications

- Relevant professional qualifications for credentialed Mental Health Nurse

Experience

- Minimum of 2 years post registration with extensive experience and expert skill in and ongoing commitment to the delivery of evidence based and best practise, client, family inclusive treatments for people presenting with a significant mental disorder; demonstrated expertise in the application of knowledge in current evidence based treatment practices and approaches.
- Demonstrated knowledge and understating of contemporary evidence-based treatments and/or best practices in relation to mental health treatments, and in particular those therapies more suitable for Older people, or the ability to adjust therapies to make them more suitable for the person's needs.

Core selection criteria

Values alignment: ability to demonstrate and authentically promote Uniting's values.

Clinical Knowledge

- Demonstrated knowledge and understanding of nursing-based evidence-based treatments and/or best practices in relation to mental health treatments. Ability to recognise and proactively coordinate clinical responses within a multidisciplinary team context on a day-to-day basis. Provide authoritative advice, reasoned recommendations and evidence-based solutions to complex presentations.
- Experience in the provision of assessment and treatment in the clinical mental health arena. Minimum 2 years' experience post registration with Mental Health credentialling

Interpersonal Skills

- Demonstrates effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with clients, families, significant others, colleagues and other service providers such as health, education, welfare, housing and drug & alcohol.
- Proven ability to work with a range of people and organisations (including specific work groups such as Aboriginal, CALD and Older clients).
- A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.

Leadership Skills

- Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.

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Organisational Requirements

- Actively participates in own Performance Review program, participates as required in quality improvement activities; evidence of, and a commitment to ongoing professional development and achievement of professional goals.
- Proven reporting, time management and administrative skills.
- Demonstrate a commitment and willingness to participate in ongoing supervision appropriate to the position.

Legislative

- Demonstrates knowledge of, and the ability to interpret and apply, relevant legislation, including but not limited to: Mental Health Act 1986 and Amendments, Guardianship & Administration Act, Children Youth & Families Act 2005, Privacy Act 2000, Because Mental Health Matters, Victorian Mental Health Reform Strategy 2009-2019 and policies governing practise standards, including the National Standards for Mental Health Services, and the National Practice Standards for the Mental Health Workforce (2002).

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

	Employee	Manager
Name:	<input type="text"/>	<input type="text"/>
Signature:	<input type="text"/>	<input type="text"/>
Date:	<input type="text"/>	<input type="text"/>