



MDAS
MALLEE DISTRICT ABORIGINAL SERVICES

*"Generations of vibrant, healthy
and strong Aboriginal communities."*

Mental Health Nurse

Aboriginal health, wellbeing, culture and economic prosperity are everyone's responsibility – **But it is MDAS's core business.** MDAS is a proud ACCO (Aboriginal Community Controlled Organisation) that has a 30+year history of delivering sustainable, democratic, grassroots services and proving the local community with a vehicle for self-determination. **Our vision:** Generations of vibrant, healthy and strong Aboriginal communities.

PART A: ORGANISATIONAL VALUES

Organisational Values	
Our values are: <ul style="list-style-type: none">• Optimism• Community• Respect for Culture• Compassion	Our behaviors are: <ul style="list-style-type: none">• Integrity• Respect• Accountability

PART B: POSITION SPECIFICATION

Role Title: Mental Health Nurse			
Division:	Health and Clinical Services		
Team:	Social and Emotional Wellbeing		
Location:	Mildura	Remuneration:	MDAS Salary Structure Management Level
Reports to:	Coordinator MDHP	Date Approved:	19 September 2019
Award:	Nurses Award 2010		
Classification:	Schedule B – Registered Nurse (RN2)		

Summary

This position will provide services to clients with moderate to severe Mental Health illness who are involved within the justice system with an aim to reduce involvement in the justice system and improve health outcomes for the client and family.

The successful applicant is expected to provide professional and confidential mental health services in a recovery framework to facilitate healing and improvements in the wellbeing of Aboriginal and Torres Strait Islander people.

This is a position for a Community-based Mental Health Clinician and they are expected to be adept in the provision of all aspects of community mental health care including: - Mental Health Assessment and formulation, risk assessment case planning and evaluation.

This position will work in collaboration with Mildura Base Hospital Mental Health Services especially around consumers requiring admission to an MBH facility for acute management.

Responsibilities

- Support values that respect historical and contemporary Aboriginal cultures so that Aboriginal people are recognised as having a special connection with the State.
- Promote compliance with relevant legislation and MDAS policies.
- Assist with and support any internal or external audit processes.
- Contribute to policies and procedures, with a focus on continuous improvement.
- Initiate quality activities within your department to demonstrate a genuine commitment to continuous improvement across MDAS.
- While at work, comply with OH&S requirements as noted in the Occupational Health and Safety Act 2004.

Delegations, Authority Levels and Decision Making

Employee initials _____

Delegations, Authority Levels and Financial Decision-Making is in line the contractual agreement and the MDAS matrix.

Our commitment: Safeguarding Children and Young People

MDAS takes child protection seriously. As an employee of MDAS you are required to meet the behavior standards outlined in our Safeguarding Code of Conduct, which you have received as part of your induction. It can also be accessed on our intranet. As part of your duties, you are also required to:

- Provide a welcoming and safe environment for children and young people
- Promote the safety and wellbeing of children and young people to whom we provide services
- Ensure that your interactions with children and young people are positive and safe
- Act as a positive role model for children and young people
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to management
- Maintain valid working with children documentation
- Undergo periodic 'national criminal history record' checks
- Report to management any criminal charges or convictions you receive during the course of your employment/volunteering that may indicate a possible risk to children and young people

Position Specific Requirements

- Ability to work flexible hours when required.
- Relevant professional qualification required.
- Personal values consistent with the values of MDAS.
- Undertake MDAS Cold Chain Management Procedures by monitoring the vaccine fridge temperatures and receiving vaccines and monitoring their arrival and storage temperatures.
- Ensure Immunisation status is compliant with MDAS Immunisation (Staff) Policy and Procedure.
- Ensure compliance with MDAS Risk Management Policies, procedures and strategies.
- Certificate of Aboriginality for Identified Roles.

PART C: PERSON SPECIFICATION

Qualifications

Mandatory:

- Registered as Division 1 Nurse with APHRA with Mental Health experience

Desirable:

- Senior First Aid Certificate and Mental Health First Aid or willingness to obtain these accreditations within 12 months of appointment

Licenses, Certificates and Registrations

Mandatory:

- A current Drivers Licence that allows you to drive in Australia.
- A current Employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment where applicable to role.
- A current Police Check is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment.

Competencies

Management:

- Manage and care for self to maintain resilience and support when working within a challenging operating environment.

Teamwork:

- Cooperate and work well with others in the pursuit of team goals.
- Collaborate and share information.
- Show consideration, concern and respect for others' feelings and ideas.
- Accommodate and work well with the different working styles of others.
- Encourage resolution of conflict within a group.

Initiative and Accountability:

- Be proactive and self-starting.
- Seize opportunities and act upon them.
- Take responsibility for own actions.

Integrity:

- Committed to Aboriginal communities.
- Operate in a manner that is consistent with MDAS' code of conduct.
- Inspire trust by treating all individuals fairly

Skills
Primary Health Care:

- Experience in delivering direct and comprehensive mental health assessment, case formulation including risk assessment, referral and individual case management to clients.
- Communicate, consult, liaise and negotiate with a broad range of Aboriginal and non-Aboriginal people at all levels to achieve broad project objectives and goals.
- Demonstrated ability to act as a role model in the provision of holistic care to clients.
- Prior knowledge and ability to apply theory and practice in line with mental health legislation (including the MHA 2014), standards, ethics and policies
- Actively participate in formal supervision

Case Management:

- Ability to provide services within a Recovery based Case Management Framework.
- Demonstrate knowledge of current policies, legislation, program and practices in relation to the program, and have demonstrated skills in computer systems and other technology relevant to the position.
- Demonstrated experience in assessment skills including the capacity to apply a range of interventions strategies that have an evidenced based approach.
- Develop and maintain local networks to provide formalised referral pathways for clients.

Organisational:

- Uses knowledge and experience to develop and implement systems to plan and monitor own, and department's performance.
- Assist in development and implementation of standards to ensure that programs are monitored and evaluated in terms of relevance, timelines, cost and client satisfaction.

Problem Solving:

- Ability to work under direction as well as autonomously; demonstrating good problem solving and decision-making skills – bringing order and clarity to complex situation.
- To be able to demonstrate the principles used to involve consumers and carers in the decisions about their treatment and planning
- Demonstrated organisational skills to meet deadlines and to deliver high quality outputs, including the demonstrated ability to re-order work and priorities in response to demand and crises.
- Understand underlying needs and issues of stakeholders, and negotiates effectively to develop and implement solutions

Communication:

- To demonstrate the ability to communicate with consumers and carers
- The ability to liaise with other staff and outside agencies regarding patient care, referrals and follow up as required from time to time.
- Communicate, consult, liaise and negotiate with a broad range of people both Aboriginal and non-Aboriginal people to achieve objectives and goals.
- Negotiate effectively to develop and implement solutions for clients and advocacy.
- Demonstrated skills in counselling one on one and group presentation

Respect Cultural Diversity:

- Act to provide services that are inclusive of Aboriginal people and engage in learning about other cultures to better establish relationships and improve services.
- Demonstrate knowledge of Aboriginal culture and the special requirements of Aboriginal people.

Personal Attributes

- Strong organisational abilities and interpersonal and communication skills.
- Proven ability to work independently and within a team environment.
- Excellent written and computer skills.

KPIs

Case Management:

- Work collaboratively with colleagues within the SEWB team and other relevant MDAS programs, to promote the wellbeing and recovery of clients whilst working as part of a therapeutic team
- Prepare case management strategies for clients being assessed or receiving counselling or therapy. (Complete Mental Health Care Plans for all clients)
- Utilise a variety of theories and methods of delivery for therapeutic intervention with clients.
- Act as advocate on behalf of clients with relevant community agencies
- Assess level of urgency in situations of psychiatric crisis assessment and undertake a course of action to resolve or ameliorate the crisis accordingly
- Ensure that programs are monitored and evaluated in terms of relevance, timelines, cost and client satisfaction.

Counselling:

- Provide professional and confidential counselling services to facilitate healing and improvements in the wellbeing of Aboriginal and Torres Strait Islander people.
- Develop and implement a broad range of counselling services to support eligible clients. (e.g., Brief intervention, Motivational Interviewing, Cognitive Behavioral Therapy and Trauma Informed Care)
- Utilise a variety of theories and methods of delivery for therapeutic intervention with clients.
- Provide input for SEWB team to reflect on and implement current trends and new initiatives in Counselling.
- Deliver services in a manner that is consistent with professional standards, ethical principles and the code of conduct.

Relationship Management:

- Attend appropriate meetings/committees (both internal and external) and participate in educational programs to ensure the latest developments, research and treatment models remain up to date.
- Foster and maintain relationships with other agencies to benefit clients and the organisation.

Planning and Reporting:

- Undertake relevant data collection, monitor KPI's and submit a monthly statistical report demonstrating progress towards improved social and emotional wellbeing in the Aboriginal community.
- Participate in the evaluation of the program with funding bodies and accreditation bodies.
- Contribute toward the completion of "GP Mental Health Care Plans" for all mental health clients on the MDAS software reporting system. (Communicare)
- Actively participate in formal supervision.
- Report through an escalation process any concerning behaviours that may place a client or their family at unacceptable risk.

Contribute to policies and procedures with a focus on continuous improvement.

Approval

Classified by: L Hynes

Approved by: K Masters

Manager: _____

Managers
Signature: _____

Dated: / /

Signature: _____

Signature: _____

Employees
Name: _____

Employees
Signature: _____

Dated: / /