

# Position Description

<b>Position Title:</b>	Mental Health Nurse (CNS, CNC, NP)	<b>Reports To:</b>	PICS Program Manager, One Door Clinical Lead
<b>Program:</b>	Primary Integrated Care Supports (PICS) Program	<b>Location:</b>	Central and Eastern Sydney Primary Health Network
<b>Award Level:</b>	Nurses Award (2010)	<b>Work hours:</b>	Part time – full time, Mon to Fri, 9am-5pm

**One Door Mental Health (One Door) is a leading for-purpose service provider for people living with mental illness, their families and carers.**

## About the Program

One Door Mental Health has been contracted by Central Eastern Primary Health Network to provide the Primary Integrated Care Support (PICS) Program. One Door has delivered PICS since August 2017.

The aim of PICS is to provide evidence based clinical mental health services and links to health and psychosocial supports in a primary health care setting, to meet the needs of people who experience severe mental illness.

The role of the Mental Health Nurse is to provide clinical care and coordination. Nurses develop collaborative care plans with other providers, including PICS peer workers who provide psychosocial support. PICS is a person-centred service, and this provides the flexibility to support people to access the supports and services they need, so when they are discharged to care of their GP, they stay well living in the community.

## About the Position

One Door is seeking Mental Health Nurses who are credentialed with the Australian College of Mental Health Nursing, or eligible to be credentialed within 12 months. Nurses are generally already working as a Clinical Nurse Specialist, Clinical Nurse Consultant, Nursing Unit Manager or Nurse Practitioner. Registered nurses with 15+ years of experiences can also be eligible.

One Door will match pay rates of NSW Health. One Door is a public benevolent institution and provides salary packaging.

Nurses work Monday to Friday in standard work hours (9am-5pm). There are no shifts. One Door can provide flexibility within standard work hours to fit with family and other commitments outside of work.

Roles and responsibilities include but are not limited to the following:

- 1) Accept all referrals assigned by PHN Triage and undertake due diligence on each referral.
- 2) Ensure effective delivery of quality, timely and culturally appropriate care to a diverse range of people with a range of health issues related to physical or mental illness and/or other complex health issues.
- 3) Establish and maintain therapeutic relationships with proactive recovery oriented and trauma informed individual care, treatment and follow-up.
- 4) Provide information and education to people accessing services as appropriate to facilitate self-management of mental and physical health.

- 5) Include families, kinship groups and carers where appropriate and with consent, and provide support, education &/or referral to appropriate carer supports.
- 6) Coordination of comprehensive holistic physical and mental health assessments, monitoring of mental and physical health and support to access any required treatments.
- 7) Provide brief psychotherapy interventions in line with recovery oriented and trauma informed modalities.
- 8) Collaboratively engage with a range of support services including psychosocial as per each individual's assessed and expressed needs and refer as required.
- 9) Work collaboratively and in partnership with peer workers, GPs, psychiatrists, allied health professionals, community agencies and other relevant stakeholders.
- 10) Maintain healthy partnerships with GPs, allied health professionals, key support agencies, mental health services and community managed organisations to enable ease of exit when required.
- 11) Coordinate sessions with peer workers, GP's, psychiatrists and allied health professionals, including for example dietitians, psychologists, exercise physiologists.
- 12) Facilitate shared care planning with GPs, and care conferences with individuals, psychiatrists, allied health professionals and stakeholders to ensure positive physical and mental health and wellbeing outcomes.
- 13) Contribute to planning and management of the people accessing services Mental Health Treatment Plan.
- 14) Establish and maintain links with Local Health District mental health services to ease transition of individuals between services, in collaboration with PICS Manager.
- 15) Transition individuals to GP care and other community-based services and activities.
- 16) Work autonomously and collaboratively with other members of the One Door multi-disciplinary team, including One Door Health Care Clinical Director, PICS Manager and Peer Worker Coordinator and Peer Workers.
- 17) Support the Peer Worker in their role with the individual, including regular individual case reviews.
- 18) Work with the Peer Worker Coordinator to allocate Peer Workers to individuals, so the Coordinator can manage Peer Worker case load and update the Coordinator about any other issues.
- 19) Maintain clinical records in Salesforce and service contact data and outcome measures in redicase, so that all data is up to date at the end of each working week.
- 20) Participate in Nurse Practice Meetings, supervision and Communities of Practice and contribute to the development of PICS practice.
- 21) Work within the Codes of Ethics and Practice for their relevant association at all times, in addition to all legislation, PHN PICS Guidelines, One Door Code of Conduct, policies, reporting and data entry requirements.
- 22) Demonstrate inclusivity by seeking supervision and education around groups or issues that are unfamiliar, such as understanding Aboriginal and Torres Strait Islander cultures, LGBTIQ+

communities, the differing needs of younger people, and an awareness of the needs of people who also live with a physical disability.

23) Be skilled in the use of interpreter services when working with individuals from culturally and linguistically diverse backgrounds, explaining and gaining consent for this process. In addition, sensitivity must be shown to how this interpretation is working given another person is joining the counselling session, though they may be participating through a telephone service.

24) All other actions to support the individual's wellbeing, quality of life and recovery.

## What we ask of you

To achieve the outcomes of PICS you will need to:

1. Work in in with the PHN issued PICS Guidelines and PICS Practice Manual.
2. Work in a practice (geographic) area.
3. Travel and meet with people, clinicians and team members in the community and One Door hub locations across Central and Eastern Sydney.
4. Carry a case load about 30 people if you are working full time.
5. Work autonomously and collaboratively with the PICS team members.
6. Actively contribute to develop the PICS practice.
7. Participate in monthly external supervision.
8. Facilitate and participate in case reviews the other PICS nurses at one of the PICS hubs.
9. Facilitate regular case reviews with peer workers.
10. Participate in six monthly clinical audits to support you to meet key performance indicators.
11. Keep data and case notes up to date on at least a weekly basis.

## Your skills and experience

### Essential

- Credentialed with the Australian College of Mental Health Nurses (or evidence of working towards being credentialed)
- Extensive experience as a mental health nurse
- Willing to complete Cultural Competency training, if not done in last two years
- Willing to complete Trauma Informed Care in Practice training, if not done in last two years
- Experience working in the community
- Experience working with GPs and community-based psychiatrists
- Driver license
- Ability to work in a team environment; yet in a very autonomous role
- Ability to self-manage a practice
- Ability to work with and support peer workers
- Flexibility and creativity in supporting individuals
- Ability to use internet based CiMS program effectively
- National Police Record Check
- Working with Children Check
- NDIS Worker Clearance Screening

### Desirable

- Mental health nurse experience gained in Australia
- Access to a comprehensively insured motor vehicle
- Previous experience working with Peer Workers