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| **Position Title**  | Mental Health Nurse |
| **Service Unit/Department**  | Primary Integrated Care Supports (PICS) |
| **Role Reports To**  | PICS Manager and One Door Clinical Director |
| **Location**  | Central Eastern Sydney Primary Health Network  |
| **Hours** | Full time to Part time – by negotiation  |
| **Tenure** | To June 2012  |
| **Salary**  | Based on the NSW Nurses and Midwives Award, negotiated depending on experience |

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| **Our Vision** |
| **One Door Mental Health** is the new name for the Schizophrenia Fellowship of NSW. Through One Door, people living with mental illness and their families can find an inclusive community, innovative services and advocacy support. Creating a world in which people with a mental illness are valued and treated as equals is at the heart of everything we do. For more than 30 years, One Door has designed and delivered expert mental health programs. One Door Mental Health is a leading mental health service provider specialising in severe and persistent mental illnesses such as schizophrenia, bipolar disorder, obsessive compulsive disorder, post-traumatic stress disorder, psychosis, schizoaffective disorder, borderline personality disorder.One Door Health Care delivers bulk-billed and Primary Health Network psychological and allied health clinical services. |

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| **Position Overview** |
| One Door Mental Health has been contracted by Central Eastern Primary Health Network to provide the Severe Mental Illness Primary Care Supports (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, consistent with the *National Standards for Mental Health Services* 2010 and in alignment with the *National Framework for Recovery Oriented Mental Health Services* 2013. The program works to integrate mental health services with general practices. People accessing the program are assisted to identify their physical and mental needs and be supported in their self-management and recovery journey by a mental health nurse and at times a peer worker working in partnership. The PICS service model focuses on use of CESPHN’s centralised referral intake process, retaining and expanding the existing mental health nurse workforce, introducing a peer workforce and applying a stepped care approach to support people accessing the program to self-direct in their recovery journey. The PICS program has a range of policy and process initiatives that drive best practice and ongoing quality improvement.The role of the Mental Health Nurse is to promote optimal mental health, support the prevention of physical and mental ill health, and engage individuals through the provision of therapeutic interventions. Taking a holistic approach, guided by evidence, the Mental Health Nurse works in collaboration with people who are experiencing mental ill health, their family and community, towards recovery as defined by the individual.  |

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| **Position Specific Responsibilities**  |
| 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. Inclusion of families, kinship groups and carers where appropriate and with consent, and provide support, education &/or referral to appropriate carer supports.
6. Provision 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. Maintenance of 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 dieticians, 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.
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| **Behavioural Competencies**  |
| 1. Self Management 2. Communication 3. Problem Solving 4. Initiative and Enterprise 5. Teamwork 6. Conflict Resolution  |

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| **Working Relationships**There are many internal and external roles with which the individual in this position will need to interact; and the nature of those interactions is varied in order to fulfil the requirements of this role. |
| Key **Internal** working relationships |
| **Person/Service** | **Key purpose of relationship** |
| Program Manager | Supervision and support |
| One Door team – nurses, administration and peer workers | Collaboration and team work, guidance and support |
| Clinical Director | Supervision and support/ Community of Practice |
| One Door staff | Cooperation in individual care and service delivery |
| Key **External** working relationships |
| **Person/Service** | **Key purpose of relationship** |
| GPs and Psychiatrists | Collaboration and cooperation |
| NGO and community mental health teams | Collaboration and cooperation |
| LHD MH services | Collaboration and cooperation |

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| **Position Criteria**  |
| **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 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

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