

Position Description

Mental Health Nurse (MHNIP) – Lightning Ridge & Walgett Hub

Period: 2015/2016

Title:	Mental Health Nurse (MHNIP)	Organisation:	NSW Outback Division of General Practice
Responsible to:	Executive Manager of Clinical Services	Directly Responsible for:	Provision of Mental Health Nurse (MHNIP) services
Status:	Full Time	Hours per fortnight:	76
Organisation Tier	Tier 4		
Classification Definition:	Modern Nurses Award 2010		
Remuneration Package:	A salary based on an hourly rate of \$49.85 per hour will be negotiated and will be in line with the Health Professional and Support Services Award. The total salary package includes the hourly rate, 9.5% superannuation, 17.5% leave loading and a salary packaging benefit up to the amount of \$16,050 per annum.		

About our organisation

NSW Outback Division of General Practice (NSW ODGP) is a health service provider that works to improve the health of people living in the outback shires of Walgett, Brewarrina, Bourke and Cobar. The NSW ODGP manages a variety of health contracts focusing on early intervention and prevention of chronic diseases, chronic disease management, lifestyle modification and health promotion programs.

Our main priority is the development and delivery of effective primary health care services to some of the most isolated and disadvantaged communities of NSW. We will work to capitalise on the underlying collective healthcare capacity of General Practice services and strengthen health partnerships with prominent Aboriginal Health Services, Local Health Districts and other health organisations in our region.

Taking in a relatively large geographical area of NSW, we will be leading the Commonwealth's commitment to delivering better access and improved health outcomes for communities in the outback. Our work will enhance the management and treatment of disease and build greater capacity to protect and promote the health and wellbeing of individuals and improve the resilience of our communities.

Background and Purpose of the Role

The Mental Health (MHNIP) role is a unique position that involves collaboration and co-investment between the NSWODGP (commissioned by the Western NSW Primary Health Care Network) and Western NSW Local Health District Mental Health services. The role provides the Mental Health Nurse with the opportunity to work across the Acute, Community and Primary Mental Health care settings, to support a Step approach to integrating Mental Health care across the primary, secondary and acute care settings. The role has the support of the NSWODGP, Western NSW Local Health District, General Practice and Aboriginal Community Controlled Health Services in the region to facilitate the placement, coordination and delivery of work by the mental health nurse across each setting. The Mental Health Nurse will be provided with Clinical Supervision and support provided in collaboration with the Western NSW LHD and linked to the College of Mental Health Nurses strategies.

The Mental Health Nurse (MHNIP) engaged under the MHNIP will work closely with psychiatrists and/or GPs to provide coordinated clinical care and treatment for people with severe mental disorders. The Mental Health Nurse will work closely with a multidisciplinary team including general practitioners (GPs), psychiatrists, social workers, psychologists, Local Health District mental health teams, other allied health professionals and service providers. The mental health nurse will perform a central role in the development of Mental Health plans and delivery of coordinated clinical care and treatment for people experiencing mental illness or disorder. The Services will be provided in a range of settings, such as in clinics, placements in Local Health District Community Mental Health or at a patient's home. Support provided under the MHNIP targets patients with severe mental illness with complex needs. A patient should exit the MHNIP when he or she does not require the level of support as outlined in this document.

The MHNIP will assist General Practice and Psychiatrists in the assessment and formulation of GP Mental Health Care Plans / Reviews along with providing ongoing care to clients with mental health needs. The mental health nurse facilitates the provision of coordinated holistic clinical care and treatment for clients with severe and persistent mental health disorders, including collaboration and integration of services with other health care providers to address co-morbid chronic disease.

Scope of Practice

The scope of practice of a profession is distinct to the definition of a particular workforce. However, the basic definition of scope of practice is – an overarching “range of activities and tasks a health professional is educated, competent and authorised to perform.” (Queensland Nursing Council, 2005). Each health professional and clinical staff member at NSW ODGP performs their role with a full understanding of their scope of practice to ensure competency, quality and safety in delivery of our services and in alignment with NSW ODGP Strategic plan.

Mental Health Nurses are to perform their role within the scope of practice for a Mental Health Nurse founded on the RN Standards for Practice (NMBA) and the National Decision-Making Framework. Mental health nurses will work with community-based general practitioners and private psychiatric practices, ACCHO's and other appropriate organisations. This will provide mental health patients/ clients with a more integrated treatment plan, improved continuity of clinical care and increased access to other health care professionals. Mental Health Nursing is a specialised branch of nursing with a focus on the care of people with mental health problems or mental disorders. Mental health nurses engage with patients/ clients in a truly holistic way, assisting people to maximise their life potential by overcoming the illness or coming to terms with its impact on their lives. They are skilled in a range of counselling and psychotherapeutic techniques.

The range of client-focused services mental health nurses provide under the MHNIP are outlined in the following scope of practice.

Overview of Mental Health Nurse (MHNIP) Scope of Practice

Functions and Objectives of the mental health nurse Mental health nurses engaged under the MHNIP include but are not limited to:

- Providing culturally responsive MHNIP services to the communities of Lightning Ridge, Walgett, Goodooga, Opal Fields, Grawin, Angledool and Collarenebri.
- providing clinical nursing services for patients with severe mental disorders
- establishing a therapeutic relationship with the patient
- liaising closely with family and carers as appropriate
- working closely with psychiatrists or GPs and other appropriate organisations and health care services through contributions to planning and coordination of clinical care and treatment for people with severe mental disorders, including access to interventions from other health professionals as required

- maintaining links and undertaking case conferencing with GPs, psychiatrists and allied health workers such as psychologists (health professionals may be eligible to claim case conferencing items under the MBS)
- conducting regular periodic reviews of the patient's mental state
- providing education and information on physical healthcare to patients,
- medication management and monitoring, including administering, monitoring and ensuring patient compliance with their medication
- provision of health promotion information
- undertaking home visits
- integrating clinical services from GPs psychiatrists, nurses and allied health workers e.g. psychologists, OTs, midwives
- improving patient links to other health professionals and clinical service providers
- liaising with mental health personal helpers and mentors, through establishing links with the Mental Health Personal Helpers and Mentors Program as appropriate and where available
- liaising with support facilitators, through establishing links with organisations that provide services under other programs, such as Partners in Recovery, Personal Helpers and Mentors Service, Suicide Prevention services, Drug and Alcohol Services as appropriate and where available.
- Supporting the Suicide Prevention, Drug and Alcohol positions and strategies at the Walgett Clinical hub
- Participating in early intervention, health promotion, illness prevention and chronic condition management programs, strategies and events.
- participating in the Walgett clinical hub Mental Health, Drug and Alcohol advisory committee
- Liaising with stakeholders to develop networks, identify opportunities for service expansion and gaps in service provision.
- Conducting appropriate patient diagnostic assessments to measure changes to the patients' symptoms and functioning, using these tools every 90 days and upon entry and exit from the MHNIP service (Health of the Nation Outcomes Scale to be utilised; other assessment tools to be utilised as appropriate)
- Ensure patient entry eligibility and exit criteria is applied in accordance with the Commonwealth Government Health Department MHNIP program guidelines
- Maintaining record systems, prepare and present regular reports to the Executive Manager of Clinical Services, on case allocation, Medicare claims and outcome measurement
- Timely MHNIP Minimum Data Set entry and reporting in compliance with the Western NSWPHN data reporting system requirements
- Marketing and promoting activities, projects and services to practices and external agencies, as requested by the Director of Clinical Services.
- Maintaining documentation to fulfil medico-legal and organisational requirements.

Mental health nurse caseloads

- For the purposes of the MHNIP program at least 8 clinical sessions are to be delivered on a weekly basis. A clinical session is for 3.5 hours' duration.
- At least 2 individual services are to be delivered to patients with a severe mental disorder per session.
- As a guide, the services of a full-time mental health nurse should have a current minimum case load of 20 individual patients with a severe mental disorder per week, averaged over 3 months.
- When taking into account patient turnover, the expected annual caseload managed by a full-time mental health nurse is 35 patients with a severe mental disorder, most of whom will require ongoing care over the course of the year.

- It is expected that the MHNIP will provide an average 2.5 hours of clinical contact time per session week, with the balance of time spent in related tasks. Related tasks include interagency liaison, case planning and coordination, clinical briefings to relevant GPs or psychiatrists and travel.
- The MHNIP will dedicate an average of 8 hours per week on Health promotion activities; service network planning, development and coordination; advisory committee roles; frontline staff mental health care education, mentoring and support.
- Under the MHNIP, the typical caseload of a full-time mental health nurse will comprise of patients with different levels of care requirements that fall broadly into three groups:
 - Low care - patients in this group include individuals with severe mental disorders whose clinical symptoms are well controlled but who would be at risk of relapse without ongoing clinical supervision.
 - Medium care - patients in this group will have active symptoms which can only be well controlled with regular clinical contact (e.g. fortnightly) and need close monitoring to prevent deterioration.
 - High care - patients will have persistent or fluctuating clinical symptoms, despite active treatment. They are at risk of hospitalisation or being lost to care if not actively managed. Patients in this group, on average, require frequent clinical contact.

Core Competencies (all staff)

The core competencies expected of all NSW ODGP staff are:

1. Managing Change: The ability to demonstrate support for organisational changes needed to improve effectiveness; helping others to successfully manage organisational change.
2. Customer Orientation: demonstrating commitment to satisfying your external and/or internal customers.
3. Analytical thinking: identifying and seeking out information needed to clarify a situation, and to address problems by using a logical, systematic, sequential approach.
4. Verbal and Written Communication: expressing oneself clearly and appropriately in conversations and interactions with others and in business writing, including giving presentations and writing reports.
5. Teamwork: working cooperatively with others in a team.
6. Initiative: identifying what needs to be done and doing it before being asked or before the situation requires it.
7. Influencing others: gaining others' support for ideas, proposals, projects, and solutions.
8. Personal qualities including integrity, punctuality, reliability and a commitment to achieving results.

Selection Criteria:

Essential Criteria:

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- Current nursing registration with the Australian Health Practitioner Regulation Agency and a Credentialed Mental Health Nurse with the Australian College of Mental Health Nurses.
- Substantial post qualifying experience with a minimum of two years' experience delivering mental health nursing care.
- Demonstrated ability to work independently as a Credentialed Mental Health Nurse.
- Highly developed interpersonal skills and the ability to relate to clients from a diverse range of backgrounds.
- Demonstrated ability to be flexible, respond to changing work priorities and self-manage personal professional development and workloads.
- Demonstrated ability to collaborate with and advise, support and direct other health professionals in providing services to mental health clients.

- Demonstrate highly developed literacy in computers and medical software and proven extensive experience establishing and maintaining appropriate and accurate case management records.

Desirable Criteria:

- Experience in a tertiary education and/ or general practice environment.
- Post graduate qualification in a relevant field.

Key Performance Indicators

(To be finalised in discussion with the position holder on commencement of role)

- Increase in number and type of MHNIP Services provided from base line
- Number of patients provided services as part of the MHNIP caseload (target 35)
- Increase in strategies to encourage individuals to access services.
- Increase in access to services by GPs and Psychiatrists (number of GPMH Care Plans, Team Care arrangements and Case conferences involving the MHNIP).
- Reduction in admission of MHNIP patients to acute mental health services
- Reported changes and outcome improvements to the patients' symptoms and functioning (as per completion of HNOS, and MHNIP diagnostic assessment tools)
- Increase in the number of early intervention, health promotion events and programs coordinated by and/or involving the MHNIP
- Clinical Supervision and Professional Development activities satisfactorily completed to maintain professional accreditation and competency.
- Number and type of external community and key stakeholder partnerships and networks developed and engaged in collaborative planning and delivery of health promotion, shared care and integrated service activities
- Health promotion, mentoring activities conducted
- Clinical and Service records maintained in accordance with relevant professional standards, medico-legal requirements and NSW ODGP clinical governance framework.
- Monthly NSWODGP performance reports submitted
- Timely reporting of MHNIP Minimum Data Sets in compliance with the Western NSWPHN data reporting system and requirements

It is expected that this position description will change over time due to the nature of NSW ODGP activities and various program and compliance requirements.

Additional Information

Conditions of employment:

**National Employment Standards and relevant Modern Award
Employment Contract
NSWODGP policies and procedures**

Reports to:

Executive Manager of Clinical Services

As the incumbent of this position, I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee Name: _____

Employee Signature _____

Date: _____

Manager's Name: _____

Manager's Signature _____

Date: _____

NSWODGP Position Description: MHNIP