

Position Title: Clinical Nurse Consultant - Community Mental Health
Campus: Grampians Health
Directorate: Community & Aged Care
Department: Mental Health and Wellbeing Service – Learning & Development
Reporting to: Senior Mental Health Nurse
Direct Reports:

Classification and Code: Registered Psychiatric Nurse Grade 5 (NP51)
Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

We are Grampians Area Mental Health Service. We are one of many parts of the mental health eco-system.

We are a human rights-based organisation first and foremost. We partner with people who experience psychological distress and who are the most vulnerable to live well in our community.

Our clinical practice creates intentional opportunities for people to recover gaining the confidence, competence and resilience to live expansively with increasing ability to navigate the challenges that life may bring.

POSITION PURPOSE

The Clinical Nurse Consultant (CNC) is responsible for the identification, coordination, development, implementation and evaluation of education, training and professional development within the community programs.

The role is to ensure the provision of evidence-based, recovery focused, family inclusive and best practice bio-psychosocial assessments and treatments by staff. The CNC will demonstrate superior consolidated clinical practice skills at a proficient level and focus practice areas for role development of clinical nursing as well as upholding best practice nursing care and recovery standards. The role will collaborate with the Team Leaders and other educators to contribute towards an appropriately skilled workforce, by providing mentoring, particularly to junior workforce and early career workforces.

KEY ACCOUNTABILITIES

- Provides high level clinical consultancy to the Team Leaders in the assessment, planning and delivery of recovery focused nursing care of consumers in the community setting.
- Develop, administer and evaluate training needs analyses and develop training to address the needs identified through regular collaborative meetings with the Team Leaders and Clinical Nurse Educators (CNE).
- Provide high level assistance and supervision to the CNE positions responsible for RPN education within the community programs.
- In collaboration with the Team Leaders, provides mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.
- Demonstrates extensive knowledge and training in the application and principles of MHA 2022, and the Framework for Recovery Oriented Practice (2011)
- Contributes to the delivery of Safety Interventions Training at both Foundation and Advanced Level.
- Contributes to the quality of care through the implementation and evaluation of the Chief Mental Health Nurse- Safer Care initiatives, overseeing the development of high-quality clinical care plans, effective discharge plans, the provision of appropriate consumer and family/carer intervention, education and referral to appropriate continuing care providers.
- Provides high level advice to the Team Leaders on quality improvement programs that facilitate improved clinical outcomes for consumers presenting with acute mental health needs.
- Participates in the incident review processes and collaborates with the Team Leaders to ensure that recommended policies and procedures are trained to, and adhered to.
- Oversees the Mental Health Clinical Supervision Register and engages in clinical supervision with the mental health workforce.
- Contribute to development of a mental health nurse performance review system and participate in the design and delivery of staff development programs arising as a consequence.
- Represent mental health nursing education, training and professional development issues on service wide committees.
- Contributes to the planning, implementation and delivery of the clinical education programs to meet the needs of community mental health staff.
- Coordinates and oversees the Graduate and Post Graduate Programs with support from the CNE, including the facilitation/delivery of Graduate Study Days x 7.

Organisation

- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Services Infection Control Manuals.
- Develop and implement office management systems and processes for the team to ensure team targets and accountabilities are met within required timeframes.
- Participation in the Grampians Health integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Ballarat Health Services.
- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst BHS employees.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

Grampians Mental Health and Wellbeing Service

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.

In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker

KEY SELECTION CRITERIA

Qualifications and Experience

- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) Div. 1.
- Postgraduate qualifications in psychiatric/mental health nursing.

- Completed or working towards a Certificate 4 Training and Assessment or equivalent.
- Demonstrate a thorough knowledge of the RPN profession, enhanced by a minimum of 5 years' experience in mental health nursing, including Community mental health nursing.
- Completed or willingness to complete recognised Clinical Supervision Training.

Technical/Professional Knowledge and skills

- Demonstrate a thorough knowledge of the RPN profession.
- Strong leadership skills that foster a positive team culture and sound working relationships with a range of stakeholders
- Demonstrated effectiveness as a leader with an ability to initiate, lead and manage change
- Demonstrated understanding of the complexities of the Victorian mental health system
- Ability to design, deliver and evaluate training programs and supervision in line with the recovery-oriented practice framework
- Computer literacy at intermediate level for Microsoft applications

Personal Attributes Adaptability

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.
- **Leadership Disposition:** Demonstrating the traits, inclinations, and dispositions that characterize successful leaders; exhibiting behaviour styles that meet the demands of a leader role.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organization.
- **Quality Orientation:** Accomplishing tasks by considering all areas involved, no matter how small; showing concern for all aspects of the job; accurately checking processes and tasks; being watchful over a period of time.
- **Driving for Results:** Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.
- **Innovation:** Generating innovative solutions in work situations; trying different and novel ways to deal with work problems and opportunities.

Interpersonal Skills

- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- **Building Trust:** Interacting with others in a way that gives them confidence in one's intentions and those of the organization.
- **Managing Conflict:** Dealing effectively with others in an antagonistic situation; using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people.
- **Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties.

OTHER RELEVANT INFORMATION

At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.

All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.

Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.

HOW TO APPLY

Your application should include:

- Clearly state the **Job No.** specified on the advertisement for this position.
- A statement addressing each "**Key Selection Criteria**" clearly demonstrating your ability to meet the objectives of the role. **Note:** Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.
- General resume
- Copies of any formal qualifications. **Note:** If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- 2 professional referees