

Austin Health

Position Description

Position Title: **Mental Health Inpatient Clinical Nurse Consultant,
Infant, Child and Youth Mental Health Services**

Classification:	Registered Mental Health Nurse Grade 5
Business Unit/ Department:	Child Inpatient Unit and Adolescent Inpatient Unit, Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment Type:	Full-Time
Hours per week:	40 (including ADO)
Reports to:	Manager of Nursing Education Mental Health (Operational Report) NUM Adolescent Inpatient Unit NUM Child Inpatient Unit
Direct Reports:	Nil
Financial management:	Budget: Nil

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation Centre, Hospital in the Home and community-based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading-edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future

www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at

<http://www.austin.org.au>

Position Purpose

The Clinical Nurse Consultant (CNC) is a registered mental health nurse (RPN 5) based across both the child inpatient unit and the adolescent inpatient unit and is responsible for assisting the Nurse Unit Manager (NUM) in developing, maintaining and evaluating specialist bed-based program for which the NUM is accountable for managing. The CNC will not directly supervise the NUM or bed-based staff; however, they are to provide a consultancy service regarding specialist programs within the mental health bed-based services. They must demonstrate superior consolidated clinical skills at a proficient level and the focus practice areas for the role being development of clinical nursing service as well as demonstrating and upholding best practice nursing care and recovery standards.

The role will, in collaboration with the NUM and other nurse educators, contribute towards an appropriately skilled workforce by providing mentoring, particularly to junior nurses or recent recruits, with a focus on bed-based nursing development to address priority issues on the wards which are related to vulnerable and high-risk consumers presenting with high level needs.

Whilst this position reports to the NUM's and Manger of Nursing Education Mental Health, it is expected that they will work as part of the inpatient team and collaborates with the extended multidisciplinary team's clinical quality and risk, service performance and care standards in the provision of care for vulnerable and high-risk consumers presenting with high levels of acuity and behavioural disturbance.

This role holds substantial responsibility for the implementation of specific Department of Health and Human Service (the department) initiatives and frameworks that are being led by the Office of the Chief Mental Health Nurse. The objective of the initiatives is to ensure improvement in consumer and carer experience whilst maintaining a safe environment for all. These initiatives currently include Safewards, mental health intensive care framework and reducing restrictive interventions.

In recognition for the role of the nurse unit manager in managing, monitoring, coordinating and maintaining nursing services activities and standards, the Clinical Nurse Consultant provides high level advice to the NUM regarding the DHHS initiatives and frameworks and will actively contributes to team planning and clinical practice development activities within unit. This includes contribution to related projects and research as well as development activities, such as the communities of practice coordinated by the department, undertaken to meet specified clinical nursing needs a well as to optimise consumer experience and outcomes on the respective inpatient units.

About the Mental Health Division

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health and in the community.

All mental health services work within a clinical framework that promotes recovery oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self- determination and individualised treatment and care.

This position is located across both the Child Inpatient Unit (CIU) and the Adolescent Inpatient Unit. Both units are part of Austin Health's Infant Child and Youth Mental Health Service (ICYMHS). They both provide services to children and young people from metropolitan and regional areas of Victoria, NSW and Tasmania.

The Child Inpatient Unit has 12 beds, and is based at the Austin Hospital. The Unit admits children aged 12 and under for assessment and treatment. Children are often admitted to the Unit with their parent/carer and/or further family (i.e. siblings). These young children may be experiencing emotional, behavioral and/or social difficulties and have usually received some outpatient treatment. A high proportion of the consumers on the CIU are admitted under a planned circumstance for an admission usually ranging from

2-4 weeks (usually utilising weekend leave). The Unit does however also admit children under crisis circumstances, these admissions usually lasting 72 hours.

The Adolescent Inpatient Unit has 11 beds, and is based at the Austin Hospital and admits adolescents who have turned 13 (but are not yet 18 years of age) for assessment and treatment. These young people may be experiencing emotional, behavioural and/or social difficulties and have usually had some outpatient treatment. A high proportion of the consumers are admitted in crisis.

Purpose and Accountabilities

Role Specific:

Clinical practice leadership

- Provides high level clinical consultancy to the NUM in the assessment, planning and delivery of recovery focused nursing care of consumers on the inpatient unit.
- Collaborates with the NUM to address priority issues on the inpatient unit which are related to the vulnerable and high-risk consumers presenting with complex needs.
- Holds substantial responsibility in the implementation of clinical frameworks such as; Safewards, mental health intensive care framework and reducing restrictive interventions on inpatient settings.
- In collaboration with the NUM, provides mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.

Quality and Safety in Clinical Settings

- Contributes to the quality of care through the implementation and evaluation of OCMHN 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 NUM on quality improvement programs that facilitate improved clinical outcomes for consumers presenting with acute mental health needs.
- Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes.
- Participates in the incident review processes and collaborates with the NUM to ensure that recommended policies and procedures are implemented and adhered to on the units.
- The role complies with occupational health and safety and legislation and associated legislations and all policies and procedures.
- Adheres to the principles of confidentiality and at all times, treats with the strictest confidence, information in relation to the treatment of consumers.

Patient Service experience

- Contributes to the delivery of recovery-oriented practice, flexible, personalised and consideration of consumer self-determination in care delivery.
- In collaboration with the NUM, ensures that consumers and carer complaints and compliments are reported and responded to within identified timeframes.

- Contributes to the active provision of the Your Experience of Service surveys to consumers on the inpatient unit.

Collaboration and teamwork

- Works collaboratively with the multidisciplinary teams to ensure delivery of efficient, effective and responsive services.
- In collaboration with the NUM facilitates the incorporation of the roles of Consumer and Carer Consultants and Peer Support Workers into the clinical processes of the inpatient program.
- Contributes to transparent and principled conflict resolution processes amongst the multidisciplinary team.
- Works to provide group and/or individual supervision as appropriate to nursing staff.

Education

- Identifies clinical education and professional development needs and in collaboration with the NUM, and nurse educators utilises formal and informal opportunities to improve the team's knowledge and capacity to deliver high quality consumer care.
- Contributes to the planning and implementation of the clinical education programs to meet the needs of inpatient unit nursing team.

Research

- Promotes incorporation of contemporary mental health nursing practices that utilise evidence-based approach which encourages creativity, critical thinking and effective practice.
- Collaborates with NUM to initiate, conduct and disseminate findings of locally based research on the inpatient unit.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection Criteria

Essential Knowledge and skills:

- Current Authority to Practice from AHPRA as a Registered Nurse with a minimum of 5 years full time equivalent post registration experience in mental health nursing.
- Experience in Child and Youth Mental Health inpatient nursing
- Demonstrated commitment to evidence-based practice, research and quality improvement activities in a work setting
- Strong organisational and time management skills as shown by a dynamic and flexible approach to time management and clinical demands
- Masters qualification in psychiatric/mental health nursing or be willing to work towards.
- Sound knowledge of relevant legislation and practice frameworks, such as the Mental Health and wellbeing Act 2022 ; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.
- Demonstrates a positive approach to diversity both in patient populations and in staff groups.
- Proficiency in keyboard skills and information technology systems (Microsoft Office, search engines, databases etc,)

Desirable but not essential:

- Demonstrated significant problem-solving activities that may require considerable understanding and interpretation of facility and departmental policy.
- Demonstrated ability to develop and maintain clinical programs which have implications for all nursing services within the inpatient unit a whole.
- Demonstrated ability to provide expert clinical consultancy and dissemination of key messages across a range of key internal and external stakeholders.
- Demonstrated clinical leadership within mental health with proven ability to mentor and develop the mental health nursing workforce within a coaching framework.
- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Demonstrated expert level clinical expertise to initiate and lead evidence-based nursing practice in the care delivery to consumers with complex mental health needs; including drug and alcohol and disability.
- Significant experience in the areas of Solution Focussed Therapy, Sensory Modulation, Acceptance and Commitment Therapy or subject areas relevant to inpatient setting.
- Demonstrated ability to set objectives and negotiate their acceptance with the nursing executive, and report in terms of progress towards these objectives.
- Research, publication and public presentation experience.

- Training and experience in developmental psychiatry
- Demonstrated commitment to reflective practice, with a focus on promoting reflective practice in the nursing workforce

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website: <http://www.austin.org.au/careers/Aborigineemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	