

## Position Description

Mental Health Nurse

Housing and Accommodation Support Initiative (HASI) Plus  
Kempsey

### Position summary

The HASI+ program in Kempsey is a transitional rehabilitation and recovery-oriented, high intensity, community-based program for people with severe mental illness and significant functional impairment. The program integrates dedicated clinical and intensive psycho-social support on a 24/7 basis with stable community-based accommodation.

Reporting to the Program Manager, the Mental Health Nurse will provide clinical nursing services to a maximum of 10 HASI+ participants and support the development of a multi-disciplinary approach to participants experiencing comorbidity, mental and physical health conditions. They will provide pre-emptive measures regarding physical health issues and work in partnership with participants and significant others, psychiatrists, support agencies and other health care providers. The role is supported and jointly delivered by the LHD HASI+ Clinical Lead, who currently works out of the HASI+ site.

### Organisational relationships

**Direct reports:** Nil

**Internal and external relationships:** Internal relationships involves team and staff engagement and collaboration

External relationships may include families and carers, NDIA, Primary Health Network professionals, clinicians, GP's, agents for housing, Community Mental Health Service Providers and the broader community

| Responsibilities  | Outcomes  |
|---|---|
| <b>Provide mental health support</b>  |   |
| Work closely with the LHD Clinical lead, participants, stakeholders and HASI Plus staff to provide person centred trauma informed support | Improved quality of life for participants in line with their recovery goals and standardised health measures  |
| Use motivational interviewing, cognitive-behavioural interventions and education models to support participant health.                    | Improved quality of life for participants in line with their recovery goals and standardised health measures. |

| Responsibilities   | Outcomes  |
|--|---|
| <b>Provide physical health support</b>   |   |
| Collaborate and undertake case conferencing with GPs, allied health workers, psychiatrists, psychologists. LHD Clinical Lead etc                   | There is evidence of regular reviews of mental state and monitoring side effects of prescribed medication.  |
|  | There is evidence of communication change to collaboration with GPs, Psychiatrist, and significant others on progress of care provision in consultation with the participant. |
| Provide holistic support around participants Mental, physical and emotional wellbeing in a proactive manner  | The Early Intervention Framework is used to monitor co-morbidity MH and physical health eg Cardiometabolic Health   |
|  | There is evidence of education about the benefits of physical health interventions, and the interventions themselves.   |
|  | Case notes and feedback provide evidence that the preferences and goals of the participant are considered in line with their ISP.   |
|  | There is evidence that the reduction of tobacco use is supported as appropriate   |
|  | There is evidence of referral to a dietitian, physiotherapist or exercise physiologist as appropriate.  |
| <b>Training</b>  |   |
| Support training and medication supervision in line with The Buttery's policies and procedures and in partnership with LHD HASI Plus Clinical Lead | Staff are supported to supervise medication in line with the HASI Plus Medication Procedure Document  |
|  | S4 and S8 medications are appropriately monitored.  |
|  | There is evidence of active and collaborative communication with HASI Plus Clinical Lead regarding medication management and supervision.                                     |
| <b>Funding requirements</b>  |   |
| Undertake assessments  | There is evidence that participants have undertaken measures e.g. RAS-DS, CANSAS as per funding guidelines.   |
| Individual Support Plans (ISPs)  | All participants have a current and relevant ISP.   |
| Collaboration with LHD Clinical Lead   | There is a positive working relationship with the LHD Clinical Lead and this is demonstrated through joint referral meetings, collaboration around care planning, etc.        |
| Case manage participants in a holistic manner for optimal outcomes.  | Effective case management is carried out taking into consideration different cognitive, behavioural, emotional, social, physical and spiritual needs.                         |
|  | There is positive feedback from participants regarding service delivery.  |

| <b>Responsibilities</b>   | <b>Outcomes</b>   |
|---|---|
| Support families, carers and other stakeholders in a holistic manner when supporting participants   | Families and stakeholders are engaged in line with participants ISP.  |
| Ensure there is compliance with requirements.   | Legislative, contractual and audit inspection framework requirements are met.   |
| <b>Representation and Networking</b>  |   |
| Actively liaise with relevant agencies and other service providers, regarding participant progress and participation  | Relevant agencies are provided with appropriate information to support the participant and grant them access to services they need.   |
| Attend interagency and Buttery networking groups as directed.   | Interagency and Buttery meetings are attended as appropriate.   |
| <b>Administration and reporting</b>   |   |
| Maintain participant files and undertake other administrative tasks as required.  | Accurate case notes/ files/paperwork/data input/reports are maintained and updated.   |
| Collect data to support future programs.  | Sufficient data is available to ensure there is evidence of the program's effectiveness.  |
|   | There is participation in research projects as required.  |
| <b>Team support</b>   |   |
| Participate in peer and clinical supervision processes.   | There is adequate preparation and active participation in peer and clinical supervision.  |
| Participate in informal and formal case conferences, staff meetings and planned meetings.   | There is active contribution in meetings to reach key program and clinical decisions.   |
| Work autonomously and as part of a team.  | A strong work ethic, respect, punctuality and commitment to service is demonstrated to ensure all team members are well supported.  |
|   | Assigned tasks are carried out in a timely manner.  |
| Provide general support to participants   | General psychosocial supports are provided to participants as part of the HASI Plus Program   |
| <b>General</b>  |   |
| Be compliant with WHS requirements and take reasonable care to ensure your own safety and health and that of others. Abide by their duty of care provided for in the legislation. Ensure you do not place others at risk by any act or omission. Ensure you do not interfere with safety equipment. | There is demonstrated compliance with WHS requirements to ensure a safe and healthy workplace. This includes abiding by the non-smoking directive at Buttery sites and compliance with any pandemic directives and protocols. |
|   | Any injury, hazard or illness are reported immediately, where practical, to your manager/coordinator.   |
| Take an active role in building your resilience and preventing psychological injury. Take reasonable care for your health and   | The importance of wellbeing and self-care as a part of resilience is acknowledged. Strategies are implemented to maintain personal wellness and resilience. Clinical supervision or other supports are utilised, when needed. |

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| safety and that of others who may be affected by your conduct.   |  |
| Be compliant with codes, guidelines, policies, procedures, confidentiality requirements, legislation and Standards and proactively engage with Buttery continuous quality improvement. | Codes, guidelines, policies, procedures, confidentiality requirements, legislation, Standards and quality improvement processes are adhered to at all times. Changes and improvements are supported. |
|  | All mandatory training programs and team meetings are attended.  |
|  | There is mandatory reporting of any suspected incidents of child abuse.  |
| Support an environment free from discrimination, harassment, bullying and model appropriate standards of professional behaviour in the workplace.                                      | Interactions with colleagues, residents, participants and stakeholders are undertaken in a courteous manner.   |
|  | Cultural and linguistic diversity is taken into consideration.   |
|  | There is positive feedback from others regarding your interactions.  |
| Other duties relevant to the role as requested by the Program Manager.   |  |

## Selection criteria

### Qualifications and checks

- BA Nursing or Post Graduate Diploma in Psychiatric/Mental Health Nursing or a specialist undergraduate psychiatric nursing program
- Full registration with AHPRA
- Current and valid Driver's Licence
- A satisfactory Criminal Record Check and Working with Children Check
- Current COVID vaccination and current First Aid certificate

### Professional skills and experience

- Three years' experience working in a mental health care setting
- Knowledge and understanding of evidence based psychological interventions and contemporary therapies of the treatment and management of mental health disorders
- Experience training and supporting other staff with best practice clinical methodologies.
- Experience in proactively case managing co-morbidly of participants with MH and physical conditions
- Demonstrated high proficiency using the Microsoft suite, a variety of databases and video conferencing applications
- Demonstrated commitment to cultural diversity, equal employment opportunity, legislative compliance and workplace health and safety

### Interpersonal skills

- Strong communication skills and the ability to collaborate as part of team
- Ability to work autonomously and use time effectively
- A reasonable level of resilience to manage psychosocial demands, complex clinical issues and exposure to crisis situations
- Self-reflective with the ability to review own work practices and maintain boundaries

## Agreement

These conditions of employment, your duties and location may be varied by The Buttery during the term of your employment. The position description duties are to read in conjunction with the terms and conditions that form your contract of employment.

I accept and agree to the duties in this position description. I understand and agree to abide by the terms and conditions stipulated.

Signature \_\_\_\_\_

Name \_\_\_\_\_ Date \_\_\_\_\_