

Clinical Nurse Consultant - Senior Mental Health Clinician, NG7

Your opportunity

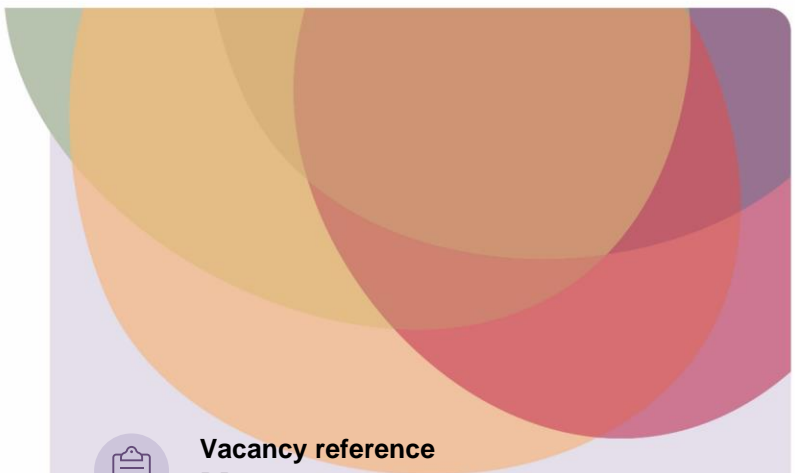
In this role, you will provide evidence based, trauma informed mental health care for young people who are high risk, have complex and/or severe mental health needs and who are difficult to engage in traditional mental health services.











Autonomy:

- Advanced level of autonomous clinical and professional practice
- Advanced level of decision-making in collaboration with a multi-disciplinary team
- Works collectively to apply the principles of clinical governance
- Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders

Our workplace

Darling Downs Hospital and Health Service (Darling Downs Health) provides public hospital and healthcare services to nearly 300,000 people from 28 facilities, which includes one large regional referral hospital, one extended inpatient mental health service, three medium sized regional hub hospitals, eleven rural hospitals, four multipurpose health services, one community outpatient clinics and six residential aged care facilities.



-  **Vacancy reference**
DD2406572449
-  **Salary**
\$132,562 - \$143,924 per annum (pro rata)
(plus superannuation and leave loading benefits)
-  **Role type**
Permanent part time, hours negotiable
-  **Location**
Toowoomba
-  **Team/Division**
Assertive Mobile Youth Outreach Service (AMYOS)
Child and Youth Mental Health
Mental Health Division
-  **Reporting relationships**
Direct reports: Nil
Operationally reports to: Team Leader
Community Child and Youth Mental Health Services
Professionally reports to: Assistant Director of Nursing Regional
-  **Closing date**
Thursday 4 July 2024
-  **Contact**
Emma Leishman
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-  **Acknowledgement of Traditional Owners**
Darling Downs Health respectfully acknowledges the Traditional Owners, both past and present, of the region we service.
-  **Strength in Diversity**
Darling Downs Health is committed to providing a diverse, safe and inclusive workplace for our people and the community. We are not all the same and that is our greatest strength.

Your key accountabilities

- Embrace and model behaviours that reflect Darling Downs Health values.
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Domain 1 Direct comprehensive care

Accountability/responsibility

- Accountable to Nursing and Midwifery Board of Australia (NMBA) standards, actions and outcomes of own nursing practice, professional advice and delegated activities to health care team members.
- Accountable for the delivery of safe clinical practice, therapeutic intervention and care management in alignment with the Mental Health Act 2016 and the National Standards for Mental Health Services 2010.
- Work collaboratively within a team environment to create a positive practice environment that achieves best practice clinical and health outcomes for recipients of health services.
- Work collaboratively with the multidisciplinary team and relevant health service and state-wide stakeholders to achieve agreed goals and Key Performance Indicators (KPI's) in line with strategic directions and operational plans.

Skills and knowledge

- Demonstrate advanced skill and knowledge in contemporary evidence-based therapy models, specifically Mentalizing Based Treatments and expertise in the interpretation and integration of clinical data into an integrated formulation and care plan.
- Utilises a trauma informed systems approach to assess and provide a comprehensive response to young person's/families/carers and significant others.
- Demonstrate high level knowledge of the Mental Health Act 2016 and contemporary mental health nursing practice and theory.
- Demonstrate advanced clinical judgement, critical thinking and ethical decision-making processes in the provision of specialist consultation and clinical liaison services.
- Utilise the principles of contemporary human, material and financial resource management in consultation with others.
- Awareness of the Business Planning Framework (BPF) as applied to resource management and supporting safe nursing workload management.

Role in clinical care

- Actively seek to engage adolescents by offering practical, flexible support, to engage adolescents in and provide evidence-based therapy aiming towards increased engagement of adolescents with therapy and treatment, improved engagement with other support services and promoting overall level of independence and functioning of high-risk adolescents in the community.
- Work collaboratively and collegially within, and across clinical teams, including appropriate communication with all relevant stakeholders involved in the individuals care.
- Promote the integration and application of evidenced based clinical practice to facilitate positive health outcomes for recipients of healthcare services.
- Utilise specialist clinical information systems to support the delivery of high-quality, safe and accessible care.
- Act as a role model within the inter-agency team in the provision of holistic care.
- Adhere to quality and safety standards, incorporating risk assessment and risk mitigation in the coordination and management of care.

Domain 2 Support of systems

Information systems, policies, protocols, guidelines and standard

- Advise and contribute to the application of information systems to improve the clinical practice environment and inform decision making.
- Assure a high standard of accuracy in the recording of consumer and clinician data within specialist clinical information systems.

- Coordinate, develop, implement, translate and evaluate clinical practice standard guidelines, procedures, protocols and workplace instructions using an evidenced based and collaborative approach.
- Promote and apply established guidelines, protocols, procedures, standards and systems of work as established by the organisation and the nursing profession.

Quality/safety/risk management

- Adheres to defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- Maintain the safety of care recipients by identifying risk and undertaking safe work activities within the clinical practice environment.
- Engage in incident reporting/investigation and developing remedial action plans and risk minimisation strategies to promote safe clinical service delivery.
- Utilise a quality framework in the implementation of initiatives to improve service delivery and health outcomes for recipients of healthcare services.

Mentorship

- Apply the principles of succession management and mentoring to engage self and others in ongoing career development and growth.
- Provide leadership and act as a clinical resource and professional mentor to nurses and other members of the multi-disciplinary team.

Management

- Collaborate within and across professional and organisational boundaries to influence effective health care delivery in a variety of clinical settings

Change management

- Apply change management principles such as effective communication, consultation, negotiation and promotion of a collaborative team approach to influence effective change management.

Domain 3 Education

- Undertake self-appraisal and reflective practice, utilising the nursing and midwifery performance plan and associated resources to facilitate mandatory, clinical and professional capability development goals.
- Act as a role model in supporting staff through orientation and capacity building in the clinical environment.
- Maintain the currency and high quality of professional practice knowledge, skills and expertise by actively contributing to and participating in professional development activities including clinical supervision.

Domain 4 Research

- Utilise contemporary information, research evidence, clinical knowledge and expertise to support decision making.
- Identify and work towards addressing inconsistencies between policy and practice.
- Lead the development and implementation of quality initiatives, clinical audits, trials and action- research as opportunities arise.

Domain 5 Professional leadership

- Support a positive workplace culture by applying effective interpersonal skills in communication, consultation, negotiation and conflict resolution in the team environment.
- Provide leadership that advances professional and clinical practices, education and research opportunities of mental health nursing both at the local and broader health service levels.

Your key skills

We are looking for the best suited applicant for the role. We will do this by assessing your eligibility, your ability to perform the requirements of the role, and if relevant the way you carried out previous roles. We will also consider your potential to contribute to Darling Downs Health and how your engagement would support our commitment to equity, diversity, respect and inclusion.

- Extended experience in utilising a trauma informed systems approach to assess and provide a comprehensive response to young person's/families/carers and significant others.

- Advanced skill and knowledge in contemporary evidence-based therapy models, specifically Mentalizing Based Treatments and expertise in the interpretation and integration of clinical data into an integrated formulation and care plan.
- Broad knowledge of the Mental Health Act 2016 and the National Mental health Standards expressing key actions a clinician undertakes to achieve and sustain these care standards.
- Advanced capability in leading and contributing to continuous quality and service improvement, including a high standard of professional conduct and demonstrated ability to provide clinical supervision to other clinicians and students.
- Ability to use clinical information and other relevant information technology systems to support decision making and facilitate quality improvement strategies.
- A demonstrated commitment to professional development of self and others, identifying strategy and experiences that evidence this

Role requirements

Mandatory requirements

The following are a list of conditions of employment for this role. Certified copies of documents and or proof of the requirement must be provided.

Respiratory protection program

Every employee is responsible for complying with directions in relation to personal protective equipment. Some employees are required to wear a P2/N95 mask in their role and therefore must be able to achieve a fit check/fit test of a P2/N95 mask to ensure the safety of themselves, their colleagues, their consumers and our community.

Vaccine Preventable Diseases (VPD)

Employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment: Measles, Mumps, Rubella, Varicella (chicken pox), Pertussis (whooping cough), and Hepatitis B.

Qualification and registration

Qualification and registration or membership with the appropriate registration authority or association. As listed below.

- Registration or eligibility for registration, as a Registered Nurse, with the Nursing and Midwifery Board of Australia and possession of an annual practicing certificate is mandatory.
- Applicants will be required to commit to undertake training, achieve and maintain registration with the Division of Mental Health Alcohol and Other Drugs as an Authorised Mental Health Practitioner (AMHP) under the Mental Health Act 2016.

Drivers licence

'C' class motor vehicle licence

Manual handling

This position requires the incumbent to undertake manual handling tasks that may include pushing, pulling, lifting, bending, reaching above shoulder height and reaching to the floor.

Travel

Travel to deliver services may be necessary. Some travel may require overnight stays.

Non-mandatory requirements

While not mandatory, the following would be well regarded:

- Postgraduate qualifications in mental health nursing

Employment screening

Appointments are made subject to the following screening. Darling Downs Health will conduct the screening prior to appointment.

- **Citizenship/Visa check**
Citizenship or visa requirements and have the right to work in Australia.
- **General Criminal History check**
- **Health Professional Registration check**
Candidates will be requested to disclose their professional registration history.
- **Internet search**
- **Proof of identity**
- **Serious discipline history check**
Candidates who are or were public service employees will be requested to disclose serious disciplinary history.

How to apply

Please read this role description with the Candidate application guide that is provided. The guide will provide you with additional information to assist you with the preparation of your application.

Please provide the following information when submitting your application:

- your current CV or resume, including the names and contact details of two referees
- a short statement (maximum 2 pages) on how your key skills are relevant for the role, taking into account the key accountabilities

Note: Applications submitted by an Agency incurring a fee will not be considered.

Further information

Darling Downs Health organisational structure

- <https://www.darlingdowns.health.qld.gov.au/about-us/who-we-are/organisational-structure>

Darling Downs Health website

- <https://www.darlingdowns.health.qld.gov.au/>

Document control

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Delegate	Executive Director Nursing and Midwifery Services
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