

Clinical Nurse Consultant

Senior Clinician - Mental Health and Social Emotional Wellbeing (Identified)

Job ad reference:	MH575738		
Location*:	This position will be required to work at Queensland Forensic Mental Health Service, Metro North locations including Biala Building, 270 Roma Street, Brisbane and Woodford Correctional Centre. Other locations may also be required.	Unit/Department:	Queensland Forensic Mental Health: Indigenous Mental Health Intervention Program, Metro north Mental Health Services.
Status:	Permanent Full time Flexible	Classification:	NG7
Salary Range:	\$132,562 - \$143,924 per annum (plus superannuation and leave loading benefits)	Closing Date:	Tuesday 23 rd July 2024
Contact name:	Katherine Williams Team Leader IMHIP	Contact number:	(07) 3837 5820
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.

About the Role

Generic Level Classification Statement

Registered nurse/registered midwife who:

- Is appointed to an advanced practice nursing and/or midwifery position; and
- Demonstrates a specialised clinical expertise and/or specialised skill set.

Autonomy

The Nurse Grade 7 is a registered nurse/midwife who:

- Demonstrates an advanced level of autonomous clinical and professional practice.
- Demonstrates an advanced level of decision-making in collaboration with a multi-disciplinary team.
- Undertakes operational leadership.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.
- Takes responsibility for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development.

Purpose of the role

The purpose of this role is to provide advanced clinical expertise and care relevant to the Indigenous Mental Health Intervention Program.

Context and Delegations

- This role reports directly to the Manager IMIHP QFMHS
- This role has a professional reporting line to the Director of Nursing
- This role will support staff in relation to advanced knowledge of mental health, social and emotional wellbeing as well as sophisticated knowledge of applied cultural considerations when working with Aboriginal and Torres Strait Islander consumers
- This role has no financial and human resource delegations.

Our commitment Health Equity and Racism

Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Context and Delegations

This role works across IMHIP program to deliver a model of culturally competent mental health and social and emotional wellbeing services for Aboriginal and Torres Strait Islander men in custody.

- This role reports directly to the IMHIP Team Manager
- This role has a professional reporting line to the State-wide Program Coordinator, Indigenous Forensic Mental Health, and works collaboratively with the IMHIP Program Coordinator.
- This role will work directly with Aboriginal and Torres Strait Islander Men in custody within Woodford Correctional Centre. It may be required to work in other locations in the future given potential program expansion.
- This role also works collaboratively with the Prison Mental Health Service.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies:

- Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements (GLS) Nurse Grade 7 and the Queensland Health and Metro North Health's commitments and values, in achievement of the organisational goals and Domains of Practice.
- Practice in accordance with code of ethics, professional standards and legislation affecting nursing/midwifery practice by maintaining current knowledge and competence within scope of position.
- Demonstrate advanced specialist knowledge, experience and clinical skills in Mental Health within Aboriginal and Torres Strait Islander populations specifically:
 - Use a combination of high level clinical skills and cultural knowledge to inform assessment & treatment, care planning and quality improvement of the mental health and social emotional wellbeing services provided by the team including cultural advice to Psychiatrists.
 - Manage a case load of clients with varying needs and identified issues including substance use (alcohol and other drugs), cultural, trauma, grief and social support needs.

- Conduct biopsychosocial assessment and planning, deliver a range of mental health and social and emotional wellbeing services, and implement interventions appropriate to clients with complex and varied health needs within prescribed professional and ethical standards.
- Apply high level leadership and communication skills to liaise with relevant clinical and non-clinical stakeholders within the correctional and community environments to coordinate a holistic approach to wellbeing.
- Establish and maintain relationships with a range of government and non-government agencies, including Prison Mental Health Services, Offender Health Services (OHS) and Queensland Corrective Services for the care and treatment of clients.
- Establish and maintain effective communication and collaboration with Aboriginal and Torres Strait Islander community groups, and non-government and government health and support services. This includes collaborative care coordination management for clients being transitioned to community, education and training, and representation at inter-agency meetings for clients being transitioned.
- Apply independent clinical judgment to complex clinical decision making, monitor and report on clinical practice and outcomes within the clinical service area, and actively participate in quality and service improvement activities.
- Actively participate in clinical and cultural supervision to develop own experience and commensurate with experience, contribute to the clinical and cultural education and/or clinical leadership of other staff.
- Staff are expected to be compliant with the timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity into appropriate applications. The data and information includes the electronic entry and completion of documentation to meet legislative requirements, including Mental Health Act 2016 documentation, admissions, discharges and transfers.
- Demonstrate critical thinking and reasoning, advanced problem solving skills and expert clinical judgement in relation to Mental Health, Social Emotional Wellbeing and relating clinical governance
- Responsible for the professional development of self and others utilising contemporary practice in the delivery of improved standards of care.
- May work across professional and organisational boundaries to influence health service and/or professional outcomes in relation to area of expertise.
- Participate directly or indirectly in the delivery of clinical care, act as a clinical resource, advisor, mentor, role model, and technical expert, in relation Mental Health and Social Emotional Wellbeing in Aboriginal and Torres Strait Islander populations.
- Participate in innovation and change to develop responses to address emerging service needs in relation to Mental Health and Social Emotional Wellbeing in Aboriginal and Torres Strait Islander populations.
- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research relating to area of expertise.
- Support the Nursing Director by identifying inconsistencies between practice and policy, and work in collaboration with the interprofessional team to implement changes.
- Participate in and manage the performance and development planning of self other staff in the IMHIP team.
- Undertake, and participate in ethical decision making in the achievement of organisational goals.
- Practice collaboratively within the interprofessional health care team to promote the safety, security and personal integrity of individuals and groups.
- Comply with legislation and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.





Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional

community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

The Queensland Forensic Mental Health Service (QFMHS)

QFMHS is managed across the state from a major grouping based in Brisbane (Metro North and West Moreton) and smaller hubs along the Queensland coast. The programs consist of High Secure Inpatient Services, Prison Mental Health Services (PMHS), Court Liaison Services (CLS), Mental Health and Policing programs, Indigenous Mental Health Intervention Program (IMHIP) and Community Forensic Outreach Services (CFOS). The State-wide component of the service is led by the Director and Operations Director, QFMHS, (based in the Metro North Hospital and Health Service) with the support of the Service Managers and seven state-wide positions, coordinating CLS, PMHS, CFOS and Forensic Liaison Officer Network, Indigenous Forensic Mental Health, Classified Patients, Parole Board Liaison, and IMHIP

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated ability to work in an adult mental health service including assessment, treatment, care planning, discharge planning, and caseload management.
- Demonstrated high level knowledge and experience in contemporary mental health clinical practices related to the assessment, treatment, care and transitional needs of Aboriginal and Torres Strait Islander people who are incarcerated.
- Demonstrated high level ability to develop and manage Aboriginal and Torres Strait Islander mental health programs and interventions, including evidence of successful application in providing therapeutic mental health services to Aboriginal and Torres Strait Islander people.
- Demonstrated high level ability to provide specialist clinical advice, to develop and maintain collaborative partnerships with a wide range of stakeholders involved in the service delivery to clients, and community capacity building to achieve optimal health outcomes.
- Demonstrated knowledge and understanding of the cultural, traditions and issues impacting on the health and wellbeing of Aboriginal and Torres Strait Islander people who have been incarcerated.
- Well-developed written and oral interpersonal and communication skills, with demonstrated ability to work with various organisations and community groups, specifically with Aboriginal and Torres Strait Islander men, organisations, and community groups.
- Demonstrated ability to actively participate in a working environment which supports quality human resource management practices including employment equity, anti-discrimination, occupational health and safety and ethical behaviour:

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of employment.
- Whilst not mandatory, possession of a relevant post graduate qualification (i.e. Graduate Certificate, or Graduate Diploma, Masters Degree) or evidence of enrolment in such a program is highly desirable.
- Credentialing as a Mental Health Nurse with the Australian College of Mental Health Nurses would be well regarded.
- Appointment as an Authorised Mental Health Practitioner (AMHP) under the Mental Health Act 2016 would be desirable highly desirable. If not an AMHP, then willingness to undertake and complete the requirements for the appointment is well regarded.
- Whilst not mandatory, previous experience working in Forensic Mental Health will be well regarded.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis
- This position is required to travel and work across Metro North Health facilities/directorates.
- The incumbent is required to operate a motor vehicle and as such, a current 'C' class licence

Annual Mandatory Training Requirements

- Basic Life Support (BLS)
- Fire Safety – General evacuation instructions and first response evacuation
- Patient Handling Techniques
- Cytotoxic Safety (Category 1)
- Supporting All Families Everyday (SaFE)
- Infection Control
- Occupational Violence Prevention – Disengagement

Identified Position

- Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- To allow the panel to confirm that you are eligible to be considered for this Indigenous Identified role, the panel will seek your response to the following questions;
 1. **Who's your mob?**
 2. **Who's your country?**
 3. **How do you contribute to your community?**

How to apply

Please provide the following information to the panel to assess your suitability:

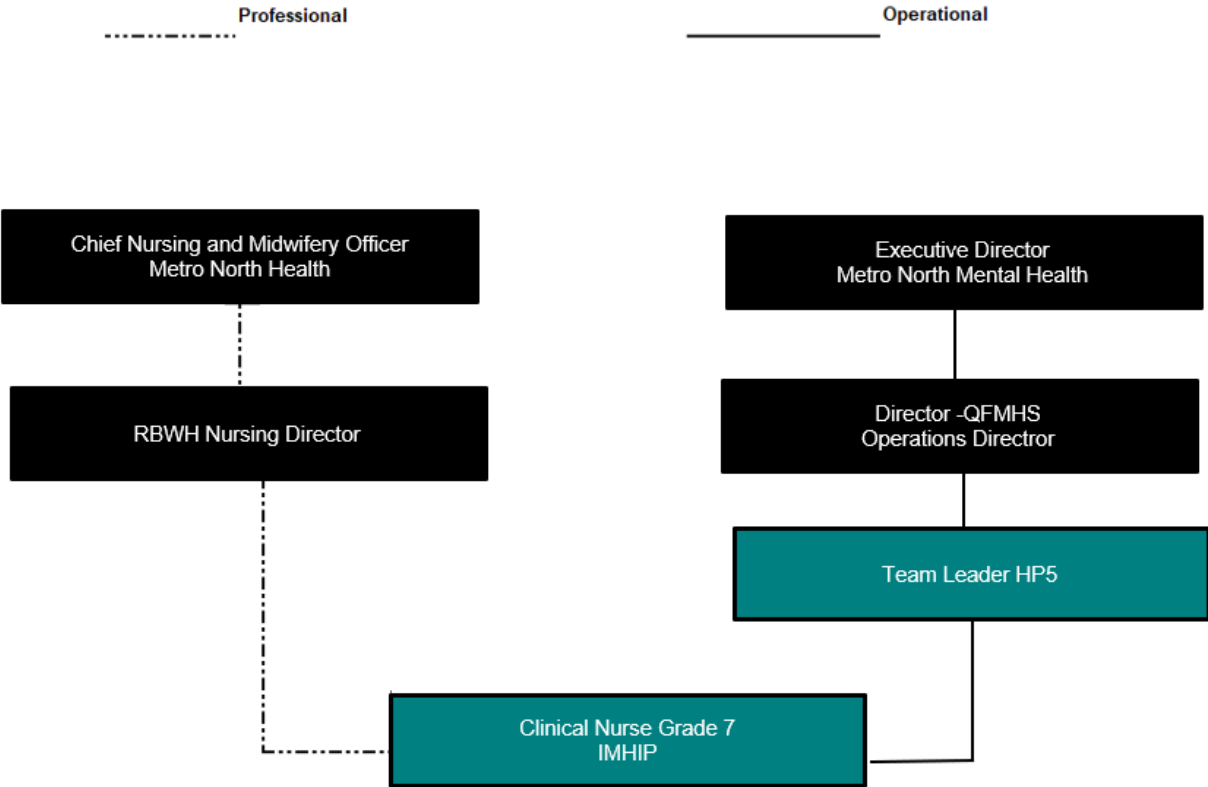
1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under "*How you will be Assessed*" within the context of the "*Key Accountabilities*"
And
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

Instructions on how to apply

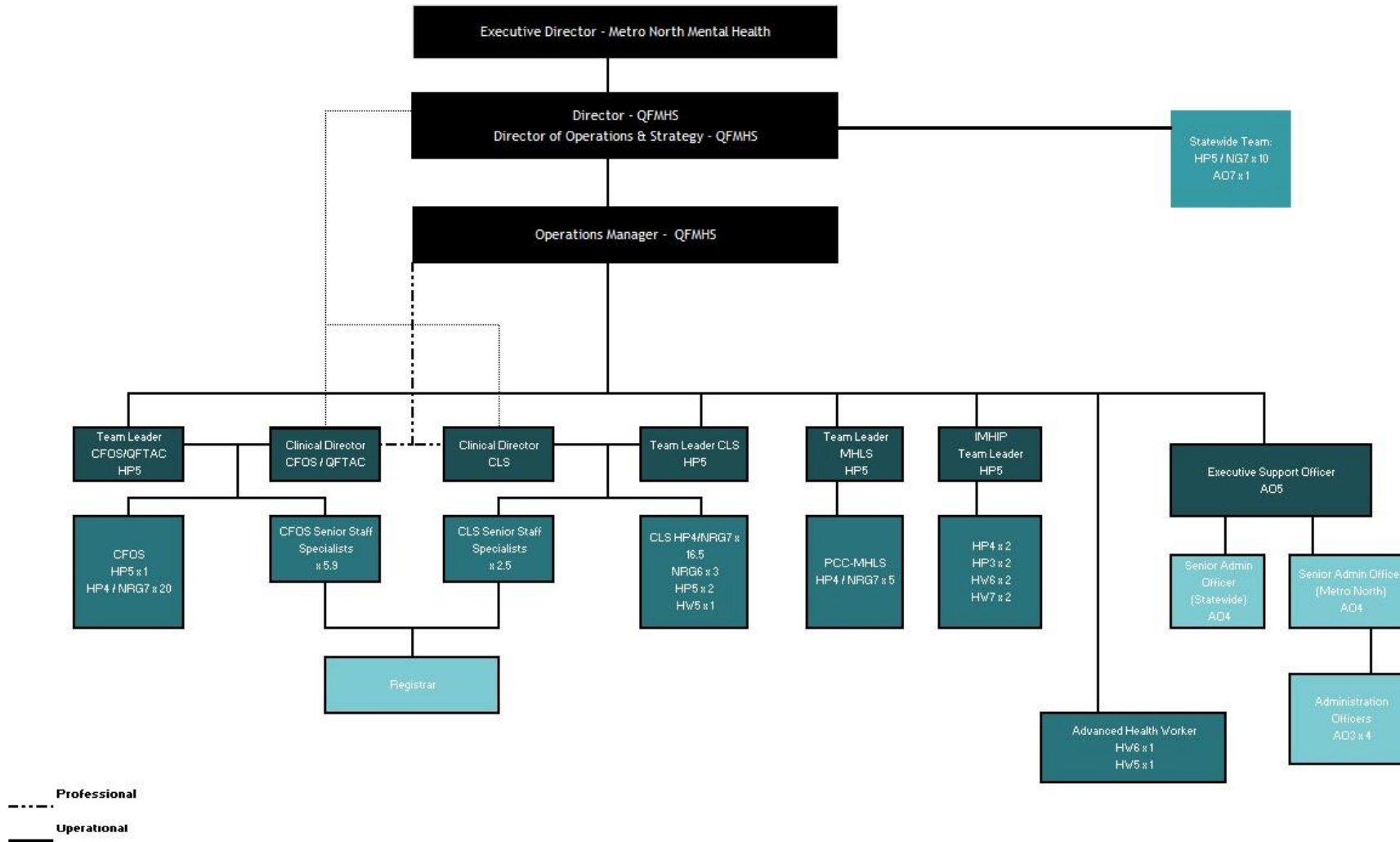
- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Queensland Forensic Mental Health Service

IMHIP – Nursing Organisational Chart



Queensland Forensic Mental Health Service - Organisational Chart



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Health Executive Structure

