

Role description

Medication Facilitator

Business unit:

Community and Acute Services

Division:

Mental Health and Specialised Services

Classification:

Nurse Grade 6

Location:

Goodna

Position ID:

32025197

Leadership layer:

Individual Contributor

About this role

The Medication Facilitator is a registered nurse who is accountable for clinical mental health practice at an advanced level. The role will provide leadership and education in the delivery of contemporary, evidenced-based nursing care to support recovery and rehabilitation of mental health consumers who receive the clinical treatment of Clozapine and/or Long Acting Injectable (LAI) medications in the community.

The Medication Facilitator will support the delivery of adult mental health services in the community including assessment, referral management, admission, crisis management, and discharge planning for consumers receiving Clozapine and/or LAI medications.

The Medication Facilitator will coordinate, deliver, and monitor consumers receiving the clinical treatment of Clozapine or LAIs, in line with best practice clinical guidelines and associated mental health policies.

The key responsibilities of the role are:

- Delivering high quality, evidence-based assessments and interventions to adult consumers of the mental health service.
- Contribute to the advancement of nursing specific services and optimal clinical outcomes, through provision of service development, quality improvement, and clinical education.
- Monitoring and reporting on work practices and outcomes, including initiating, planning, and evaluating relevant quality and research initiatives.
- Operate within a delegation framework including the ability to delegate less experienced nursing staff and approved clinical tasks to allied health assistants.
- Contribute to the nursing leadership group by supporting the ongoing coordination and professional development of staff as well as providing supervision and training to less experienced clinicians and students.

- Leading quality activities within the team that promote improved service delivery.
- Supporting the development of clinical practice, procedures and administrative protocols for the adult service and the multidisciplinary team that support the continuum of care.
- Supporting the development and delivery of therapeutic group interventions.
- Actively contribute to maintaining a safe workplace that values the health and safety of co-workers, clients, and visitors.

The key responsibilities of the role are:

As prescribed by the Nurses and Midwives (Queensland Health) Award - State 2015, and the Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB11) 2022.

Direct comprehensive care or provision of direct care

Accountability and Responsibility

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse, or unregulated healthcare worker.
- Accountable for the delivery of safe clinical practice and professional advice.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Identify, select, implement, and evaluate nursing/midwifery interventions that have less predictable outcomes.

Skills and Knowledge

- Responsible for a specific client population and able to function in more complex situations while providing support and direction to registered nurses/registered midwives, enrolled nurses, unregulated healthcare workers and other healthcare workers.
- Demonstrate the following:-
 - advanced clinical and problem solving skills;
 - expert planning and coordination skills in the clinical management;
 - ability to work without a collegiate/team structure;
 - knowledge of contemporary nursing/midwifery practice and theory.
- Utilise the principles of contemporary human, material, and financial resource management in consultation with others.

Role in clinical care

- Provide nursing or midwifery care to a group of recipients of healthcare services.
- Act as a role model for registered nurses/registered midwives, enrolled nurses, and unregulated healthcare workers in the provision of holistic healthcare.
- Lead the management and coordination of comprehensive care for individual recipients of healthcare services or cohorts that is additional to the responsibility of a Nurse Grade 5.
- Adhere to the quality and safety standards and contribute to or participate in the continuous improvement of clinical outcomes.
- Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services.

Support of Systems

Policies, protocols, guidelines, and standards

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation.
- Participate in developing, evaluating, and updating clinical service procedures, protocols, standards, and guidelines.

Quality/Safety/Risk management

- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Engage in incident reporting/investigation and conduct quality improvements audits and develop risk minimisation strategies/activities to promote safe and /or rectify unsafe practice.
- Consult and provide nursing/midwifery advice on the development and application of quality and risk management frameworks.
- Apply a quality framework to improve service delivery and outcomes for recipients of healthcare services.

Mentorship/Reporting lines

- Provide support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.

Management

- Assist and support the Nurse Grade 7 in contemporary human, material, and financial resource management.
- Lead a team in conjunction with a Nurse Grade 7 to assist and support with the following activities:
 - team shift coordination;
 - performance management/review;
 - change management;
 - rostering/staffing;
 - workplace culture.
- Collaborate with after-hours Nurse Manager with regards to clinical and management issues.

Change Management

- Apply change management principles.

Education

- Assist the clinical facilitator/coach and nurse educator to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning.
- Provide and update education resources for staff, recipients of healthcare services, carers, and others in consultation.
- Act as a clinical and educational resource within an area based on knowledge, skills, and experience.
- Work collaboratively with the Nurse Educator on provision of orientation to new staff.
- Act as a role model in supporting staff e.g., Orientation and capacity building within the clinical environment.
- Contribute to the support of undergraduate and post graduate students.
- Maintain own professional development portfolio.

Research

- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials, and research.
- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for recipients of healthcare services in line with organisational priorities.
- Identify inconsistencies between policy and practice.
- Work collaboratively in leading implementation of policy, practice changes and clinical innovations.

Professional Leadership

- Provide clinical leadership for professional and clinical practice, education, and research.
- Collaborate in clinical and organisational governance.
- Proactively engage with the Clinical Nurse Consultant and others to achieve best practice outcomes within the work unit environment.
- Responsible for coordination of portfolios and providing professional advice.

About you

Your success in this role will be assessed on your ability to demonstrate the following key capabilities, knowledge, and experience. Within the context of the responsibilities described above under 'About this role', the ideal person for this role will be someone who can demonstrate the following:

- Provide an advanced level of direct clinical services including assessment, planning and delivery within the context of a multidisciplinary environment, maintaining an awareness of community and organisational objectives. These services include the use of core discipline assessment skills, diagnostic and formulation skills, treatment planning and case management skills, incorporating knowledge of the Mental Health Act 2016 and other relevant legislations.
- Demonstrated ability to provide comprehensive coordination and monitoring of treatment to consumers who are prescribed Clozapine or LAIs and to provide comprehensive education, information, advice to consumers, clinicians, stakeholders, primary care providers and carers.

- Maintain a high level of interpersonal and communication skills including the ability to work effectively and efficiently within a multidisciplinary team to provide support for case managers in the provision of service delivery for consumers who are on Clozapine or LAIs and develop partnerships with other stakeholders.
- Demonstrate willingness to improve clinical experience through engagement in continuing professional development training and formal qualifications and a commitment to developing skills and knowledge in research and evaluation and a willingness to lead research in a clinical setting.
- Provide clinical practice supervision, preceptorship, role modelling and mentoring to less experienced staff and contribute to student supervision within the specialised area of community mental health service delivery.
- Monitor and report on clinical practices and outcomes within clinical service area and actively participate in initiating, developing, and implementing quality service improvement activities consistent with organisational planning that enhance the delivery of discipline specific and multidisciplinary services within the local service area.

Organisational relationships

- This role reports operationally to the relevant Team Leader, clinically to the relevant Consultant/s and professionally to the Nursing Director, Acute Services.
- This role has direct supervision of 1 FTE (enrolled nurse) and shared supervision of nursing students.
- This role has nil budget responsibilities
- Further details regarding the leadership layer for this role can be found in the Joining the West Moreton Health Community guide.

Mandatory requirements

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Credentialing with the Australian College of Mental Health Nurses would be highly regarded.
- Possession of a post-graduate qualification in mental health or mental health nursing at a Graduate Diploma or Masters level, or evidence of enrolment in such a programme is highly desirable.
- Eligible practitioners will be required to achieve and maintain Authorised Mental Health Practitioner status and undertake roles and functions in accordance with the Mental Health Act 2016.
- West Moreton Health has a respiratory protection program which supports the use of personal protective equipment as an essential element of defence in the hierarchy of controls. 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.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- This position may be required to work across the various facilities throughout the West Moreton Health.
- This position requires the incumbent to operate a motor vehicle, therefore an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be produced before commencement of duties.
- The successful completion of, or the ability to complete, the Queensland Health sponsored Occupational Violence Prevention (OVP) training appropriate to the role on appointment is mandatory.
- 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 as required by [Health Employment Directive No. 01/16](#)

[measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B], [hepatitis A], [tuberculosis].

- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment.

Evaluation/Approval Information			
Position ID:	32025197		
Type:		Reference Number:	
Evaluation/Approval Date:		Date last modified:	