



Role Description

Job Ad Reference	H24CHQ576966	Classification	Nurse Grade 6 (Band 1)
Role title	Clinical Nurse – Generation Initiative and Clinical Care Coordinator	Salary	\$124,435 - \$133,901 per annum
Status	Permanent, Full Time	Closing date	Monday 22 July 2024
Unit/Branch	Acute Response Team, Child and Youth Mental Health Service (CYMHS)		
Division/ Hospital and Health Service	Queensland Children's Hospital Children's Health Queensland Hospital and Health Service	Contact Name	Sharyn Bloomfield Team Leader ART CYMHS
Location	Brisbane	Contact Number	07 3068 2550

About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care at every level of our service and our continuous drive for service and operational excellence.

Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

Our Purpose

To offer the best: safe, expert, accessible child and family-centred care for children and young people.

Our Values

Respect – teamwork, listening, support - *We listen to others*

Integrity – trust, honesty, accountability - *We do the right thing*

Care – compassion, safety, excellence - *We look after each other*

Imagination – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

About Child & Youth Mental Health Service

The Integrated Child and Youth Mental Health Service (CYMHS) provides complex secondary and tertiary level health care. CYMHS offers specialised mental health services for families with children and young people (birth to 18 years) who experience severe and complex mental health problems, and where their needs cannot be met by other services. CYMHS provides a comprehensive, recovery-orientated mental healthcare service that aims to improve the mental health and wellbeing of children and young people and their carer networks. Recovery principles are embedded into service delivery, culture and practice, providing consumers and their families, in collaboration with other services, access and referral to a range of programs that will support and sustain recovery. CYMHS combines hospital and community-based facilities to provide free consultation, assessment and treatment of children and young people experiencing serious mental health disorders and problems with their carer network.

Unit Profile

Young people, their families and carers are at the heart of all we do. We are committed to delivering evidence based care in different and innovative ways.

As a campus, we focus on integrated, seamless delivery of care, where the whole campus wraps around each young person and there's no wrong door for accessing care. Our role is to help them on their recovery journey, and work collaboratively.

We also take a 'whole of journey' view of young people, and understand their experience within CHQ starts well before we meet them. We partner with our colleagues across CHQ and work together to provide the best care, including knowing when to draw on each other's expertise. Our role is to advocate for the diverse social, emotional and physical wellbeing of all young people, including addressing discrimination of all types and driving the de-stigmatisation of mental health.

Ultimately, we want mental health to be an integral part of healthcare — and an important part of the experience of all CHQ young people. Our staff are a critical ingredient to this story, and we support and empower them to deliver quality care as they themselves flourish.

The Generation Zero Suicide Initiative and Clinical Care Co-Ordinator position will sit within the **Acute Response Team (ART)**. The ART team operates 7 days a week, 24 hours a day to provide timely and responsive support in the management of acute mental health presentations or concerns. Clinicians in the team provide face to face mental health assessments in the *Queensland Children's Hospital and Prince Charles Hospital Emergency Departments*, after hours mental health consultation and assessment for young people with acute mental health concerns admitted to non-mental health units of the hospital, crisis phone service for young people and their families/carers in the CHQ catchment and follow up phone support for consumers of CHQ catchment, following presentation to an Emergency Department and who are currently consumers of CYMHS community.

The **Generation Zero Suicide (GenZ) Initiative** was established in 2018 and has since co-designed and integrated a suicide prevention strategy within CHQ CYMHS. Since its inception the GenZ Initiative has designed and implemented evidence-based, system-wide supports within CHQ HHS and has provided state-wide leadership to hospital and health services (HHSs) across Queensland in child and youth suicide prevention since 2020. The GenZs Initiative utilises a co-design action participatory framework to ground the implementation of the Zero Suicide in Healthcare. This approach within CYMHS settings including establishing a clinical pathway of care, comprehensive procedures, workforce training and specifically designed consumer resources for supporting young people and their families who experience a suicidal crisis. This role further aims to provide practical psycho-social support to people experiencing a suicidal crisis or who have attempted suicide. The position will sit within the Acute Response Team to support the clinical pathways and provide clinical leadership providing an after-care service for young people experiencing a suicidal crisis within the CHQ HHS.

Health Equity

In line with the Children's Health Queensland Aboriginal and Torres Strait Islander Health Equity Strategy 2022-2025, CYMHS honours the aligned approach of health equity and supports the key priority areas:

Key Priority 1: Actively eliminate racial discrimination and institutional racism

Key Priority 2: Increase equitable access of healthcare for Aboriginal and Torres Strait Islander peoples

Key Priority 3: Influence the social, cultural and economic determinants of health

Key Priority 4: Deliver sustainable, culturally safe and responsive healthcare services

Key Priority 5: Work with Aboriginal and Torres Strait Islander people to design, deliver, monitor and review health services.

Key Priority 6: Strengthening the Aboriginal and Torres Strait Islander workforce

It is expected that all CHQ staff, including the incumbent of this role contribute to this Health Equity agenda and meet the intent of supporting the key priorities that specifically meet the needs of Aboriginal and Torres Strait Islander people.

Your Opportunity

The position of Clinical Nurse – GenZ Initiative and Clinical Care Coordinator position will:

- Work with one or more mental health clinicians to embed the original GenZ Initiative and Mental Health Clinical Care Co-Ordination into clinical business as usual processes across the broader CHQ CYMHS system.
- Deliver high level professional clinical mental health services as a member of a multi-disciplinary team to optimise psycho-social outcomes for children and young people with severe and complex mental health problems and disorders, and their families and carers.
- Deliver a combination of clinical and non-clinical responsibilities and functions. The overall aim is to reduce the risk of suicide (re)attempts following a previous attempt or suicidal crisis.
- Support the work unit through education and coordination of referrals and care delivery of eligible mental health consumers between the health service and the non-government service provider across campus based and community settings to ensure the interface between the two services supports seamless patient flow.
- Work in partnership with other GenZ Initiative clinicians within the CYMHS continuum of care, to develop and embed a coherent model of the GenZ Initiative into clinical business as usual processes.

Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular patients.
- Assumes responsibility for professional leadership for a ward, service, or unit in the absence of the Nurse Grade 7 (NG7).
- Applies critical thinking across all the domains.

Your Role and Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health) Award - State 2015 – Generic Level Statements (GLS) Nurse Grade 6.1 and the Queensland Health and Children's Health Queensland Hospital and Health Service (CHQHHS) commitments and values, in achievement of the organisational goals and Domains of Practice.

Domain 1: Direct comprehensive care or provision of direct care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated.
- Responsible for providing safe, compassionate care, integrating the nursing Professional Practice Model, quality frameworks and Planetree philosophy of caring for each consumer's psychological, social, emotional, spiritual, and physical care needs. This supports achievement of best clinical practice and individualised consumer care and outcomes.
- Delegate to and supervises Registered Nurses (RN's), Enrolled Nurses Advanced Skills (ENAS's), Undergraduate Students in Nursing (USIN), Enrolled Nurses (EN's), Assistant in Nursing (AIN's) and undergraduate students as required consistent with the NMBA decision making framework and CN standards for practice.
- Provide expert clinical leadership in consumer's assessment, care planning and practice and role model to and collaborate with the healthcare team.
- Apply clinical knowledge to the implementation of suicide prevention and intervention strategies, with an ability to adapt evidence-based techniques, methods and approaches based on valid and reliable evidence.
- Responsible for and able to function in complex situations while providing support and direction to the healthcare team.
- Demonstrate a high level of clinical critical thinking and problem-solving skills, applying theory into nursing practice in the provision of best practice.
- Utilise knowledge and critical judgement to manage/change the nursing model or other relevant model of care to better suit the staff skill-mix and/or consumer acuity.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the Child and Youth Mental Health Service, CHQHHS and Department of Health, Queensland.
- Coordinate the CHQ CYMHS Generation Zero (GenZ) Suicide Initiative which implements the Zero Suicide Framework in Healthcare. This includes planning of suicide prevention, intervention and postvention strategies, coordination of committee and meetings, implementation of key actions and strategies including the delivery of education, data reviews and ensure ongoing evaluation of strategies within the Quality Improvement cycle.
- Demonstrate participation in developing, evaluating and updating clinical service procedures, protocols, standards and guidelines.
- Apply the quality framework by engaging in incident reporting/investigation and conducts quality improvement audits and develops risk minimisation strategy activities to promote safe and/or rectify unsafe practice.
- Apply change management principles by providing support, guidance, mentoring, preceptorship, role modelling and promotion of cooperation and collaborative teamwork.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in innovation, monitor and report on the impact of change within the position and service.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems; once proficient remains current with changes, updates and contingencies.
- Responsible for maintaining access and confidentiality always incorporating technology with compassionate nursing care to achieve a 'high tech, high touch' practice.

Domain 3: Education

- Support the development, delivery and ongoing evaluation of education and training initiatives related to the Zero Suicide Framework, including research and evidence-based practice across multiple professions, services and facilities within CYMHS.
- Actively engage in continuing professional development and clinical supervision to develop clinical practice knowledge and expertise and to maintain relevant credentialing and professional governance requirements.
- Act as a clinical and educational resource within an area based on knowledge, skills and experience to inform evidence-based practice.
- Responsible for updating and managing own contemporary nursing specialist knowledge, competence and capability.
- Assist in clinical facilitation and nursing education 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.
- Contribute to the support of undergraduate students, USIN's and post graduate students.
- Participate in and support the implementation of activities related to clinical, professional and organisation learning to contribute to health care outcomes.

Domain 4: Research

- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for patients/residents/clients in line with organisational priorities.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials and research.

Domain 5: Professional Leadership

- Act as a clinical leader, with integrity, transparency and accountability.
- Provide clinical leadership for professional and clinical practice, education and research.
- Proactively engage with the nurse leaders and healthcare team to achieve best practice outcomes within the work unit environment.
- Contribute to a positive 'just culture' within and beyond CHQ CYMHS that encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.

Position Reports To

- Reports to the Acute Response Team Leader for operational matters.
- Nursing Director CYMHS for professional matters

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 (RN). Certified copies of the required information must be provided to the appropriate supervision/manager prior to the commencement of employment.
- Whilst not mandatory, a Bachelor of Nursing would be well regarded in line with the Australian Qualification Framework.
- A post graduate qualification or currently enrolled in a post graduate program in mental health and/or child and youth mental health is highly desirable.
- Credentialed as a mental health nurse or working towards becoming credentialed is desirable.

- It is requirement that all eligible clinicians obtain Authorised Mental Health Practitioner status; and all non-eligible clinicians work towards eligibility to be an Authorised Mental Health Practitioner.
- Appointees will be required to work all shifts in accordance with the unit roster.
- This position may be required to work across all clinical units within child and youth mental health on campus.
- A 'C' Class Drivers Licence is a requirement of this role
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- 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
- All employees are required to complete mandatory training and competencies in accordance with CHQHHS policies and procedures.

How will you be assessed?

Applicants will be assessed on their ability to demonstrate a range of key personal qualities, capabilities, experience and knowledge within the context of the role's responsibilities:

Domain 1: Direct comprehensive care or provision of direct care	<ul style="list-style-type: none"> ▪ Demonstrate advanced level clinical and problem-solving skills; expert planning and coordination skills in the clinical management and delivery of comprehensive person-centred care. ▪ Demonstrate an advanced knowledge of contemporary practice and theory in mental health nursing, crisis response and suicide risk assessment and prevention.
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ Demonstrate an advanced understanding of the relevant standards and processes; engages in incident investigation, risk mitigation strategies that foster and support safe practice. ▪ Build and maintain strong relationships, open communication within a healthcare team. ▪ Demonstrate ability to initiate, monitor and evaluate service initiatives and provide clinical supervision and advice to unit and service managers within a specialised area of suicide risk assessment and prevention and crisis response.
Domain 3: Education	<ul style="list-style-type: none"> ▪ Demonstrate ongoing learning and professional development to provide quality person centred care and health education to patients/residents/clients and others. ▪ Actively contribute to the learning and development of others.
Domain 4: Research	<ul style="list-style-type: none"> ▪ Demonstrate ability to lead and participate in the development, implementation and evaluation of education, research and evidence-based practice activities. ▪ Participate in developing and undertaking quality initiatives and audits, identifying inconsistencies between policy and practice. ▪ Work collaboratively in leading implementation of policies, practice changes and clinical innovations.

	<ul style="list-style-type: none"> ▪ Integrate advanced theoretical knowledge and application of quality framework, evidence-based practice and research to practice environment.
Domain 5: Professional Leadership	<ul style="list-style-type: none"> ▪ Demonstrate ability to contribute to strategic planning and provide active leadership across multiple teams within the CYMHS to meet organisational goals including the application of change management principles and processes. ▪ Demonstrate application of advanced clinical leadership through effective delegation, communication, problem solving and critical thinking. ▪ Demonstrate a very high standard of personal and professional behaviour and create a culture that reinforces personal and professional standards.
Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> ▪ Demonstrate advanced clinical knowledge, skills and competence in mental health nursing practice and theory. ▪ Demonstrate delivery of diagnostic assessment, clinical formulation and timely and appropriate liaison, treatment interventions and referral consistent with current best mental health nursing practice ▪ Demonstrate engagement in reflective practice that positively impacts consumer's outcomes ▪ Working with integrity and commitment to consumer, unit and organisational goals

Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, 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 resume and contact the selection panel chair to discuss.
3. **Application form** (only required if not applying online).

Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health](#) website.
- All relevant health professionals (including registered nurses and medical officers) 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 Department of Child Safety, Seniors and Disability Services.
- Pre-employment screening, including criminal history and disciplinary 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.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)

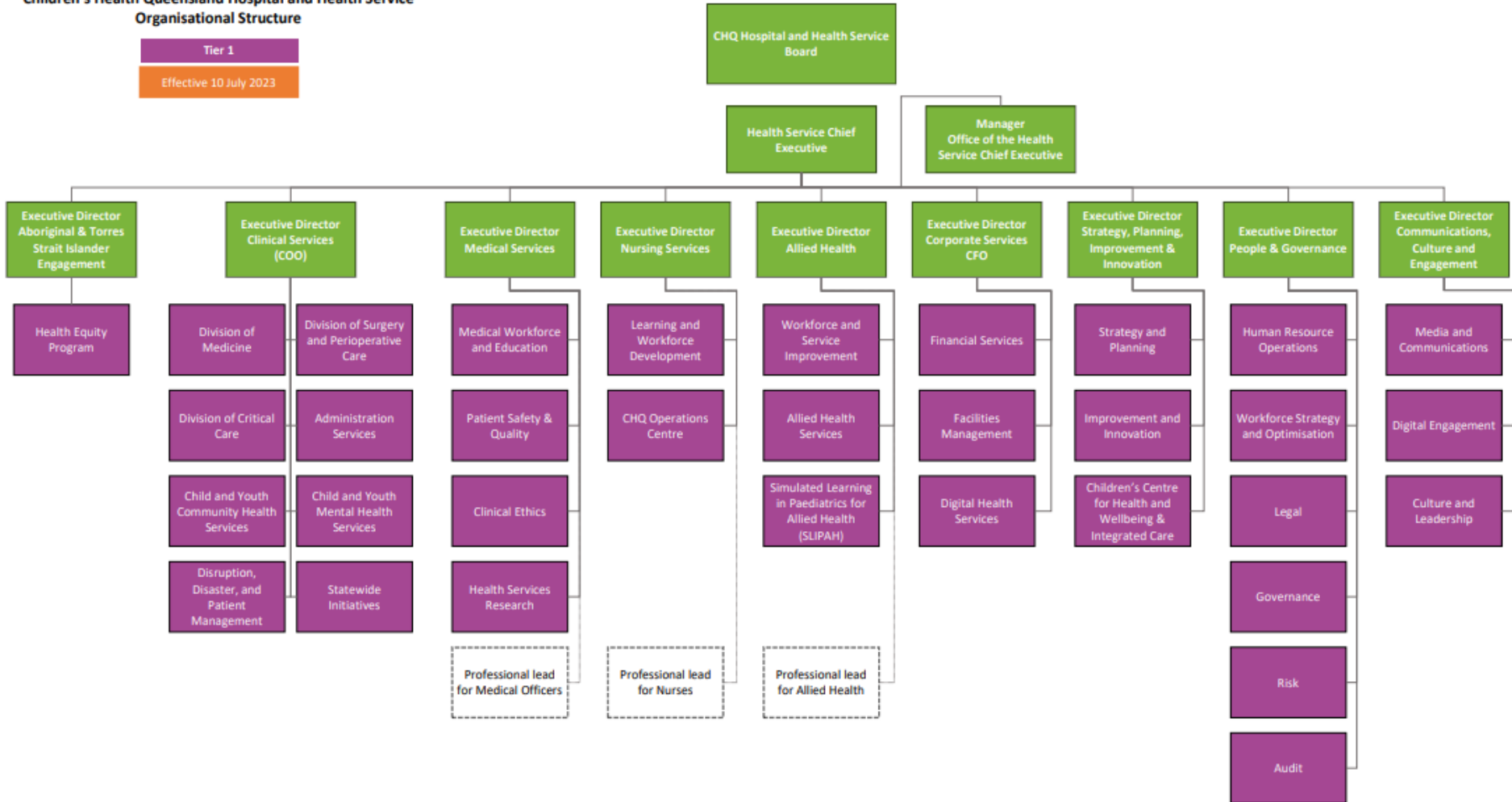
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- 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
 - hepatitis A
 - tuberculosis

NOTE that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

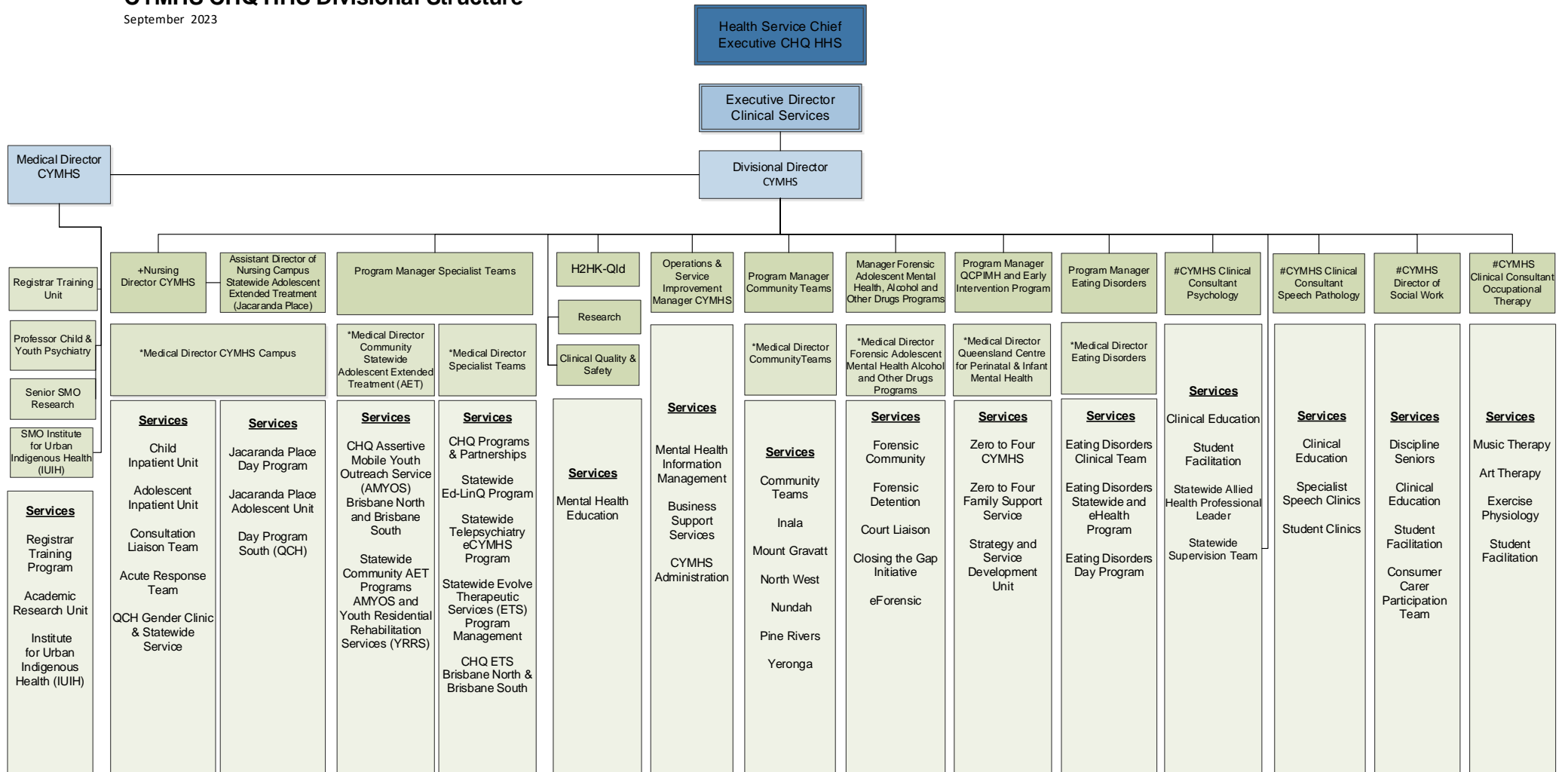
**Children's Health Queensland Hospital and Health Service
Organisational Structure**

Tier 1
Effective 10 July 2023



CYMHS CHQ HHS Divisional Structure

September 2023



* Reports directly to Medical Director CYMHS
 # Professional Lead for disciplines across CYMHS
 + Professionally reports to ED Nursing

QCH Campus Teams
June 2024

