

# Role Description

## Clinical Nurse Consultant - Community Forensic Outreach Service

<b>Job ad reference:</b>	MH577094		
<b>Location*:</b>	Brisbane	<b>Unit/Department:</b>	Community Forensic Outreach Service (CFOS), Queensland Forensic Mental Health Service, Metro North Mental Health (MNMH)
<b>Status:</b>	Fixed term temporary full time	<b>Classification:</b>	Nurse Grade (NG) 7
<b>Salary Range:</b>	\$5081 - \$5516 per fortnight (plus superannuation and leave loading benefits)	<b>Closing Date:</b>	Monday, 22 <sup>nd</sup> July 2024
<b>Contact name:</b>	Susan Boyce Acting Team Leader, CFOS or; Scott Haworth, Director of Nursing, MNMH	<b>Contact number:</b>	07 3837 5820  Or  07 3646 1114
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

\* 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.

### About the Role

#### Generic Level Classification Statement

Registered nurse who:

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

#### Autonomy

The Nurse Grade 7 is a registered nurse 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 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

This role has the responsibility for the provision of consultation-liaison community forensic services, with a focus on capacity building of other general mental health staff and Hospital and Health Service (HHS) treating teams.

The role provides training, mentoring, and support for less experienced clinicians in the forensic service, as well as provision of supervision to other mental health staff, where required.

## Context and Delegations

- This role reports operationally to the Team Manager, CFOS.
- This role has a professional reporting line to the Director of Nursing, MNMH.
- This role has no financial and human resource delegations.

## Key Accountabilities

The successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's 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 Community Forensic Outreach Services.
- Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement to in community forensic nursing.
- Responsible for the professional development of self and others utilising contemporary practice in the delivery of improved standards of care.
- Participate directly or indirectly in the delivery of clinical care, act as a clinical resource, advisor, mentor, role model, and technical expert, in relation to community forensic outreach.
- Provide clinical leadership and participate in the identification, development, implementation and evaluation of quality, service improvement and/or research activities that enhance the delivery of forensic intervention services, procedures and protocols that support the continuum of care, improve consumer care and contribute to the development of the multidisciplinary team.
- Participate in innovation and change to develop responses to address emerging service needs in relation to community forensic outreach.
- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research relating to forensic mental health services.
- Support the Team Leader 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 and staff reporting to the position (if applicable).
- 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.
- Demonstrate use of structured risk assessment protocols and report writing.
- Contribute to formulation, treatment planning, and delivery of targeted problem behaviour interventions for eligible consumers of public mental health services.

- Deliver high level clinical therapy services based on valid and reliable evidence, in accordance with prescribed professional and ethical standards, with a high degree of independence, to ensure patient focused outcomes.
- Maintains timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity into appropriate applications including the electronic entry and completion of documentation to meet legislative requirements related to the Mental Health Act 2016 documentation, admissions, discharges and transfers.
- Provide ongoing support, assistance, and training to treating mental health teams in the management and monitoring of patients with complex forensic issues (including a mandated role with Forensic Order patients under the MHA2016).
- Provide a range of consultation-liaison support including case conferences, structured case consultations, attendance at and input into team case review meetings, participation in review processes, including attendance at Assessment and Risk Management Committee (ARMC) meetings.
- Undertake specialist risk assessments using structured risk assessment tools and protocols, prepare comprehensive reports based on these assessments, as well as provide follow up support to treating teams in implementing recommendations and risk mitigation and monitoring strategies.

## 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.

## 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/>

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

## Metro North Health Values and their corresponding Lominger™ competencies:

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

## The Queensland Forensic Mental Health Service (QFMHS)

The 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.

## The Community Forensic Outreach Service (CFOS)

The CFOS located in Brisbane (Metro North Mental health) utilises a consultation-liaison model to enhance capacity within HHS treating mental health services in the assessment and management of complex patients who have committed, or are at significant risk of committing, an offence, or engaging in problematic and high concern behaviours towards others (including physical and sexual violence, stalking, fire setting, and threats). The CFOS multidisciplinary team provides a range of interventions focussed on assessing and mitigating risk. This includes the provision of specialist risk assessments using structured risk assessment tools and protocols, leading to recommendations for risk mitigation, monitoring and intervention. CFOS has a mandated role in the assessment of new Forensic Order (Prescribed Offence) patients and provides input to HHS Assessment and Risk Management Committees (ARMCs) where the care and monitoring of forensic order and high risk voluntary and involuntary patients is reviewed. The service also provides training to HHS staff in principles of forensic risk assessment and management, and specific problem behaviours.

### 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, builds culturally responsible rapport and constructive relationships while acting with diplomacy and tact and communicates effectively to encourage open expression of ideas and interest, and manages conflict in line with target group needs and principles of natural justice.
- **Teamwork** – collaborates effectively to gain trust, foster team interaction, maximise support and acknowledge the contribution of others, considers strategies to support career progression within a culture of development where differences are valued and supported.
- **Compassion** – identifies opportunities to build capacity to address consumer expectations, undertakes self-reflection, considers ambiguity and modifies behaviour to proactively and constructively address risk, crises and change while exhibiting confidence and a positive attitude.
- **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** – applies the principles of sound and ethical decision making in addressing issues, supporting others, and monitoring and evaluating evidence and results, takes personal responsibility for decisions and the achievement of ideas to fruition despite expressed differences.

### 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 (RN). 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, Graduate Diploma, Masters Degree) or evidence of enrolment in such a program is highly desirable.
- Whilst not mandatory, previous experience working in acute, community, or forensic mental health settings will be well regarded.
- Experience and skills in assessment (including the use of structured risk assessment protocols), report writing, formulation, and intervention planning to address complex mental health and problem behaviour needs would be highly desirable.
- Appointment as an Authorised Mental Health Practitioner (AMHP) under the *Mental Health Act 2016* is required. If not an AMHP at the time of commencement, then a willingness to undertake and complete the requirements for the appointment is necessary.
- Whilst not mandatory, credentialing as a Mental Health Nurse with the Australian College of Mental Health Nurses is highly desirable.
- Whilst not mandatory, knowledge and skills in principles of recovery-focussed and trauma-informed care is well regarded.

- 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 must be provided
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.

### Annual Mandatory Training Requirements

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

### How to apply

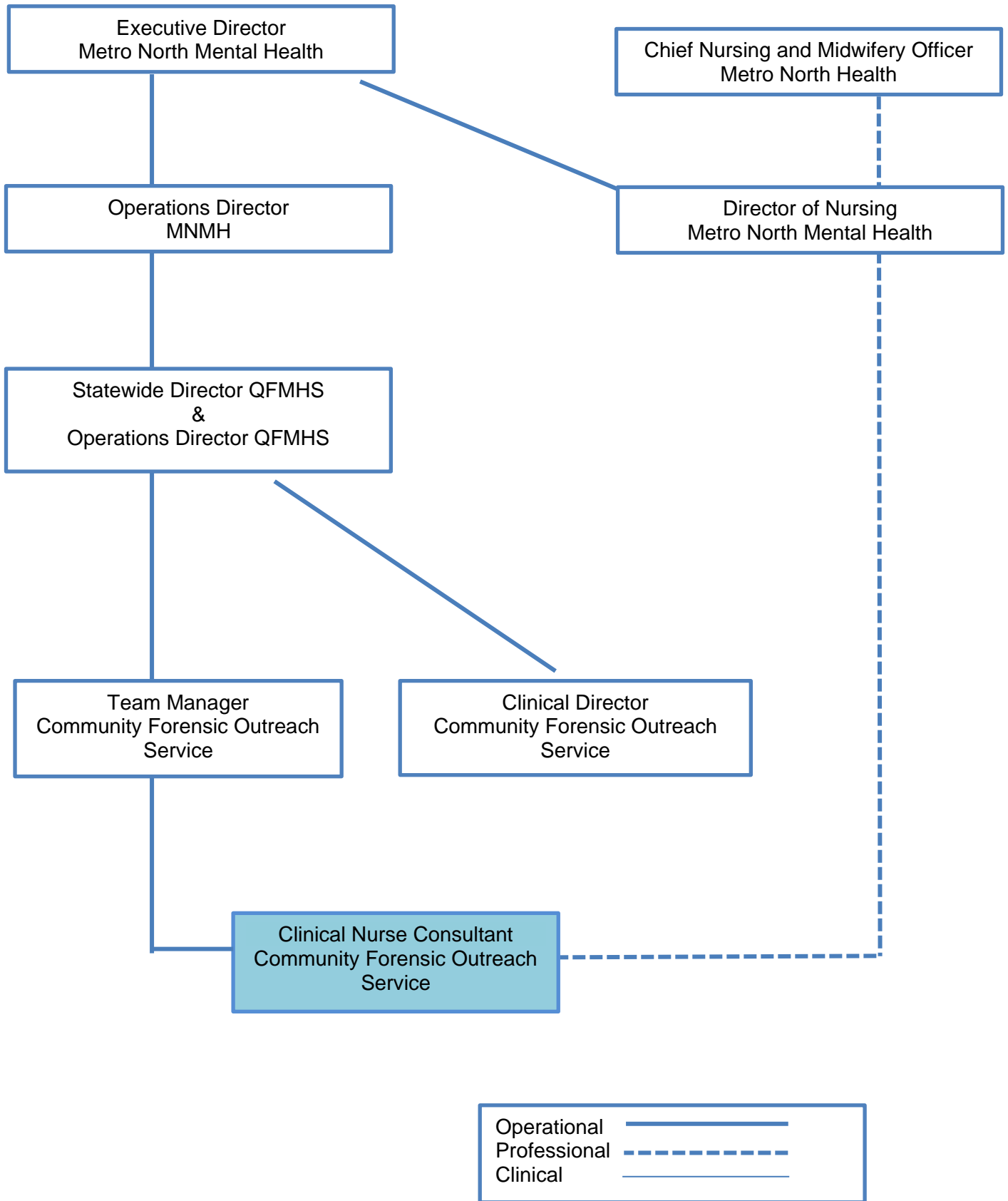
Please provide the following information to the panel to assess your suitability:

1. **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.  
**And**
2. **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*".

### Instructions on how to apply

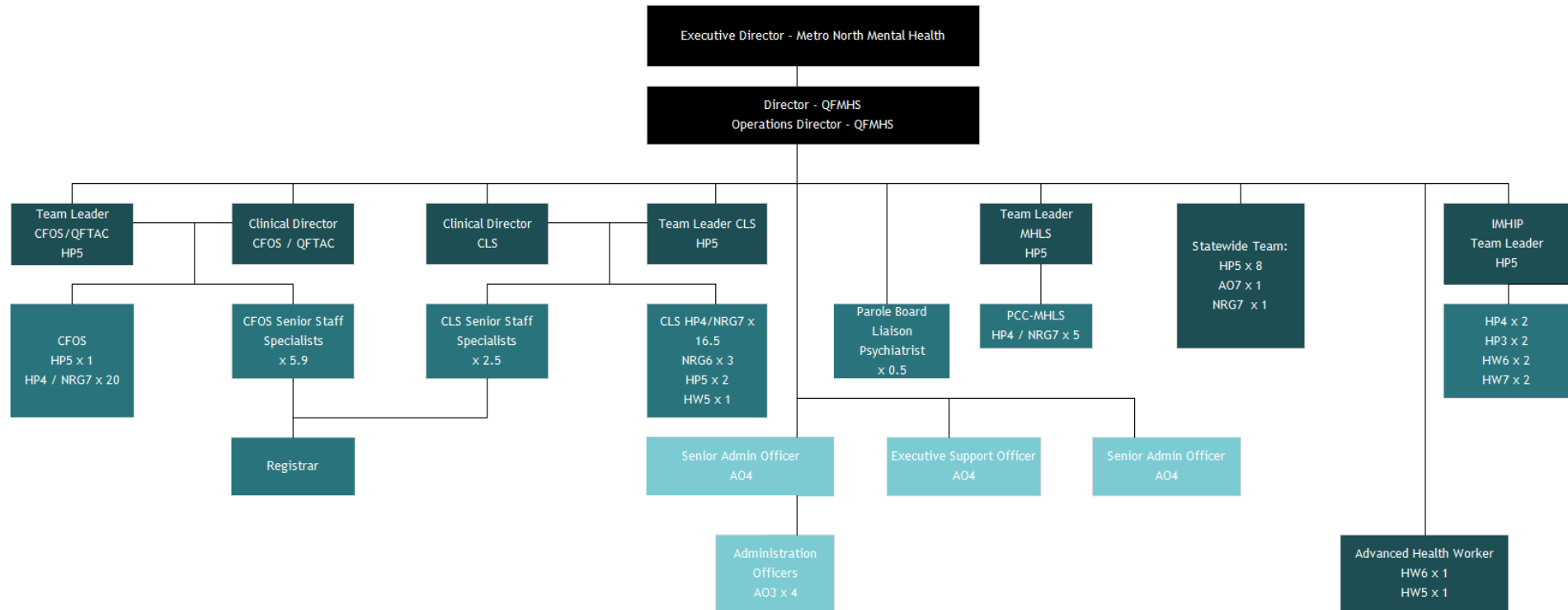
- Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are 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.

## Clinical Nurse Consultant – Community Forensic Outreach Service



# Team Structure

## 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 2<sup>nd</sup> 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:

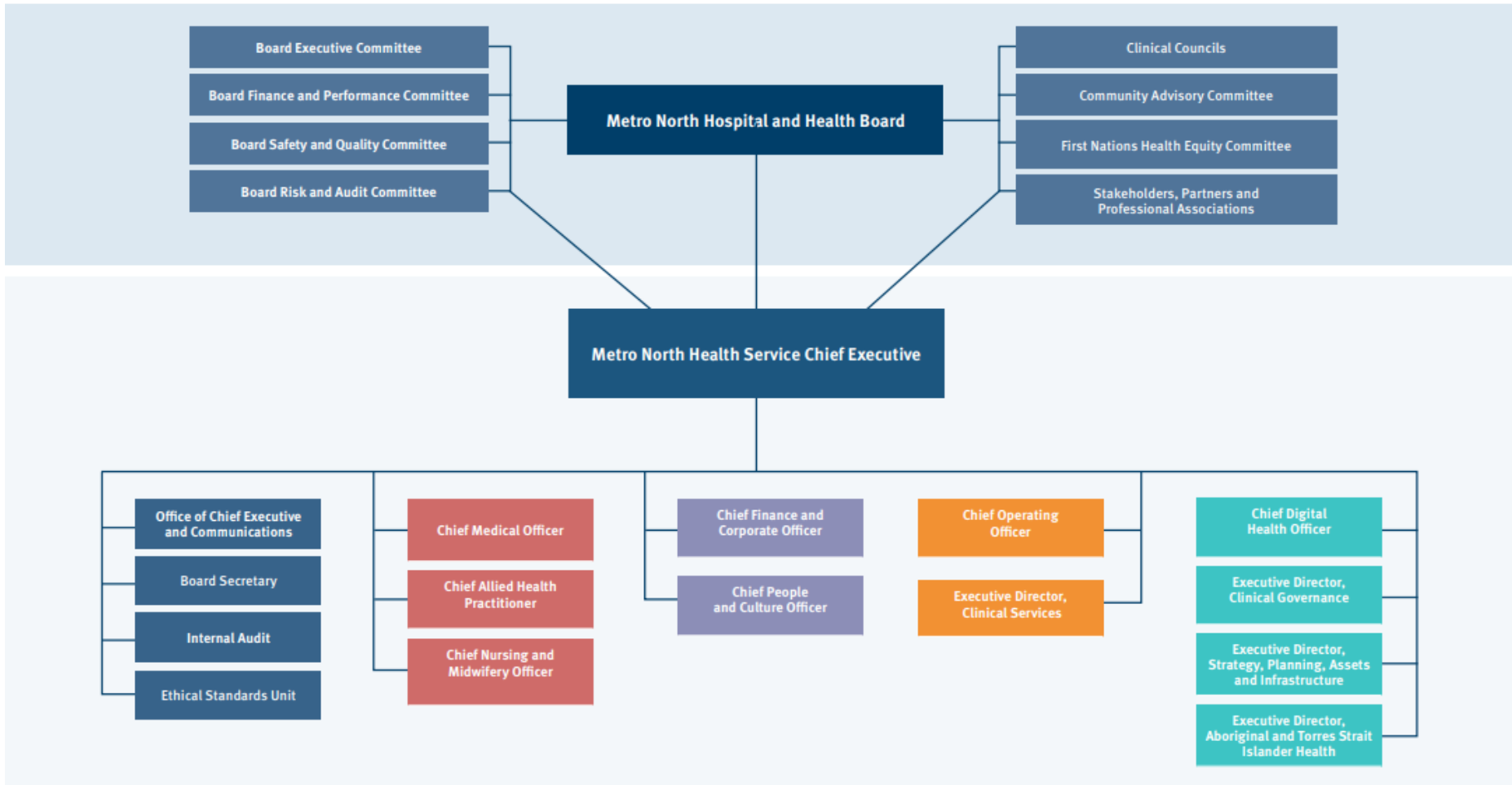
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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](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



EFFECTIVE DATE: 08/2023

Metro North  
Health



Queensland  
Government