



POSITION DESCRIPTION
Mental Health Nurse

Location:	Southport
Conditions of Employment:	Full Time (fixed-term) position (Commencing July 2010)
Hours:	22.5 hours per week (.6 EFT)
Salary:	\$83 000 pa (pro rata)
Superannuation:	Employer superannuation contributions of 9%
Other Benefits:	Salary Packaging and staff training and development opportunities.
For enquiries contact:	Amelia Callaghan Ph. (07) 5509 5900 or email amelia@headspacegoldcoast.org.au

Organization Context

Supported by funding from **headspace** (the National Youth Mental Health Foundation) until June 2012, the Gold Coast Drug Council Inc. is the lead agency who has collaborated with the other services to form **headspace Gold Coast (GC)**.

The **headspace** Gold Coast mission is to promote and facilitate improvements in the mental health, social wellbeing and economic participation of young people aged 12-25 in the Gold Coast and associated areas. headspace Gold Coast is a youth friendly hub that provides services across four core streams; primary health care, mental health and alcohol and other drug (AOD) services, and social/vocational services.

The following services are currently available;

- Primary Care: sessional GP services
- Assessment, 1 to 1 support, case coordination
- Psychological Services (MBS and ATAPS)
- Occupational therapist
- Psychiatric services
- Mental Health Nursing Incentive
- ATAPS Rapid Response Pilot
- On site AOD services
- Group programs

The emphasis is on:

- Increasing the community's capacity to identify young people as early as possible who are at risk of mental health and related issues such as substance use
- Encouraging help-seeking by young people, their families and carers
- Responding as early as possible to the risk of mental health and related issues using evidence-based interventions provided through an integrated model of care
- Ensuring that key components of a young person's social recovery, such as links to education, training and employment, are central to the care provided

The clear intention is to significantly increase the number of young people that are identified and responded to with evidence based interventions, at a much earlier stage.

headspace GC is based on a commitment by all agencies involved to work in partnership to improve client outcomes for young people aged 12-25 years (and their families) affected by mental health and/or alcohol and other drug (AOD) disorders. The shared principles of a client centred, community orientated approach will deliver sensitive, accessible and quality services for the target group.

About Gold Coast Drug Council Inc:

The Gold Coast Drug Council Inc (GCDC) has been providing services to the Gold Coast community for 30 years. The Council employs in excess of 40 staff; has an operating budget of around \$2.25 million and a capital asset base of approximately \$1.5 million. In 2006/07 these resources were utilised to provide services to 1549 individuals from across the Gold Coast and South East Queensland.

The GCDC operates a number of residential and community based programs offering services to young people who are experiencing problems relating to their drug use. The flagship program of the GCDC is Mirikai, a 40 bed residential drug treatment facility which operates under a Therapeutic Community model. Other programs / services provided by the Council include: supported accommodation, court and police diversion

initiatives, out client counselling and personal support programs. Services are delivered by a multidisciplinary team which provide psychiatric, general medical, nursing, psychological and counselling input into our treatment capability. Referral to external specialist providers is facilitated as required.

In recent years, and in response to a changing profile of client drug use and clinical presentation, Mirikai has developed expertise in, and a respected reputation for, treating clients with both drug use and mental health disorders.

Service Philosophy

The GCDC believes that the reason for drug use is both social and psychological. Therefore our programs have been designed to incorporate flexibility so that we can best meet the problems and progress of the individual client.

Our programs can assist our clients to strengthen their decision to stop taking their drug/s of dependence and to deal with the underlying reasons for drug use. They also offer clients practical skills that can help their behaviour to become more self-regulatory, and enhance their choices in making major lifestyle changes in order to stay free of drug/s of dependence.

We strongly believe in consumer and community participation in the development, design and evaluation of the program and we will use all avenues available to us to facilitate community participation in the way services are delivered.

Purpose of the Position

The purpose of this position is to provide coordinated clinical care for young people aged 12 to 25 with severe mental disorders, working closely with GPs and allied health staff to facilitate the provision of coordinated clinical care and treatment for these patients, in keeping with the Australian Government Mental Health Nurse Incentive Program (MHNIP) guidelines.

This position requires strong case management skills and the ability to effectively engage with young people presenting with complex issues.

Organisational Relationships

The *Mental Health Nurse* reports to the Manager of **headspace GC**, and works closely with other **headspace GC** team members, partner agencies and **headspace** private providers.

The *Mental Health Nurse* will be responsible for the coordination of care of several clients at once, in consultation with other **headspace** Gold Coast staff.

The position will also work closely with relevant staff of the Gold Coast Drug Council Inc.

Key Responsibilities

Provision of clinical nursing services for headspace clients with severe mental disorders:

- Engage young people and conduct psychosocial assessment and initial screening of young people referred to the MHNI Program at **headspace GC**
- Establishing a therapeutic relationship with clients

- Liaising closely with family and carers as appropriate
- Regularly reviewing the clients' mental state
- Administering, monitoring and ensuring compliance by clients with their medication
- Providing information on physical health care to clients

Coordination of clinical services for clients with severe mental disorders:

- Maintaining links and undertaking case conferencing with GPs, allied health workers, psychiatrists, psychologists etc
- Coordinate (triage) phone calls, referrals and appointments to the Mental Health Nursing Program.
- Coordinating services for the client in relation to general practitioners, psychiatrists and allied health workers, such as psychologists, including arranging access to interventions from other health professionals as required
- Contributing to the planning and care management of the client
- Develop and maintain relationships with other community service agencies and government sectors to facilitate referral pathways.
- Liaise with other multi-disciplinary staff to co-ordinate, facilitate and communicate client treatment.

Care Plan Development and Data Management:

- Develop Mental Health Care Plans in collaboration with the GP, with input from appropriate allied health workers
- Regularly review Care Plan in collaboration with the GP and relevant allied health professional input.
- Maintain current and accurate patient records of patients' assessment, treatment, progress and discharge which reflect patient needs.
- Use the Health of the Nation Outcomes Scale (HoNOS or HoNOSCA) to measure and monitor patient symptoms and functioning in line with MHNIP requirements.
- Coordinate the effective collection, recording and maintenance of Client Records

Other General duties

- Participate in and contribute to team meetings, training and planning activities, service evaluation and quality assurance activities including data collection.
- Participate in appropriate education to develop and maintain necessary knowledge and skills required to fulfil the responsibilities of the position.
- As an employee, work in a healthy and safe manner and encourage others to do the same; comply with all warning & safety signage; report or rectify any unsafe conditions; adhere to GCDC WHS policies and procedures.

SELECTION CRITERIA

Below are the essential (unless otherwise indicated) qualifications and experience a person requires in order to successfully fulfil the responsibilities of this position. An applicant must provide specific information and/or examples of how you can meet each of these criteria in your application in order to be considered for this position.

Qualifications & Experience

SC1 Registered Nurse with endorsement as a Mental Health Nurse. (current Qld registration)

- SC2 Demonstrated knowledge of and ability to apply best practice, evidence based, effective interventions through assertive monitoring of young persons' mental health and wellbeing.
- SC3 Demonstrated experience in initial screening, mental health and/or drug and alcohol counselling and case management and coordination of care for young people working within a multidisciplinary environment.
- SC4 Highly developed communication (including written) and interpersonal skills, and the ability to engage with young people, and establish and maintain effective relationships with staff, clients, carers and stakeholders. (Knowledge of Gold Coast youth/ health sectors highly desirable)
- SC5 Ability to use a desktop computer, with familiarity with the Microsoft Windows environment and Microsoft Office applications and capacity to use clinical software for keeping of electronic client records
- SC6 Demonstrated ability to lead and/or assist with the development and delivery of individual or group based skills training activities (eg. life skills, anger management, problem solving, conflict resolution, etc).

Special Job Requirements

You must possess (or be able to obtain) a “working with children check” suitability card.

In order to fulfil the responsibilities of the position you must hold a current drivers licence and have access to a comprehensively insured motor vehicle. On the occasions when you use a privately owned motor vehicle for work-related purposes, you will be paid a motor vehicle allowance on a per kilometre basis, according to the GCDS's Policies and Procedures. Some intrastate and interstate travel may be required which may involve overnight stays.

THIS POSITION DESCRIPTION IS APPROVED BY:

headspace Transition Manager: Date:

Executive Director: Date: