



Position Description

Position Title:	Registered Nurse - Mental Health
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Location: Gunditjmara Primary Health Services
3 Banyan Street, Warrnambool

Pay Rate / Award Nurses award 2010. Classification Registered Nurse level 3.
Generous above award rate of pay.

Hours of Work: 4 days per week (0.8 FTE)

Term of Contract: Three years maximum term contract (2018- 2021), subject
to funding

Reports to: Manager Primary Health Care Services

Historical Background

The Gunditjmara nation starts at the South Australian border then goes to the foothills of the Grampians, to Pirron Yallock and Gellibrand; this covers the coastlines within these areas. There are many tribes within the Gunditjmara Nation. Each tribe had their own identity, which was knowing where their boundary lines were on country. These were often recognised by creeks, rivers and small hills.

Gunditjmara people established permanent settlements thousands of years ago, revealing a deep, enduring connection to the land. The Gunditjmara people used the land's natural topography and features to establish permanent settlements and villages along the lava flow near creeks and lakes.

Gunditjmara people gathered food including eels from the rivers and shellfish from the ocean. Places such as Lake Condah, Tower Hill, Budj Bim, Deen Maar and the Framlingham Mission areas all significant cultural sites for Gunditjmara people that tells the story of our ancestor's way of life, culture and history.

Incorporated in 1982, Gunditjmara Aboriginal Cooperative is an Aboriginal Community Controlled Organisation (ACCO) that provides a range of holistic community health and

social support programs, principally to the Aboriginal community and other residents in Warrnambool and outlying areas. We work in close partnership with local government, other health service providers including other Aboriginal Community Controlled Organisations in the Western District of Victoria, liaising regularly on the provision of health service and social welfare and community support programs.

Overview of the Position

The role of the Mental Health Nurse is to provide clinical services in response the needs of Aboriginal people who face significant disadvantage, (such as people who are homeless, people with a dual disability (co-occurring intellectual disability) and people with a dual diagnosis (co-occurring severe substance misuse problem))

The Mental Health Nurse will work closely with a multidisciplinary team including general practitioners (GPs), Psychologist, Aboriginal Health Practitioners and Allied health staff to facilitate the provision of coordinated clinical care and treatment.

The Mental Health Nurse will provide coordinated services to clients with a range of mental health disorders, including undertaking trauma informed assessments and ongoing care in accordance with best practice and clinical guidelines using a trauma informed approach to service delivery.

The Mental Health Nurse will also provide general health checks for clients and where required instigate a mental health treatment plan on behalf of a GP.

The Mental Health Nurse will facilitate and assist in the delivery of culturally relevant trauma informed, best evidence interventions for people that experience psychological distress and for those at risk of self-harm.

Key Responsibilities

Professional Clinical Work

- Ensure the delivery of a high standard of evidence-based care to clients, including appropriate clinical services across the mental health spectrum.
- Establish a therapeutic relationship with clients and their family and friends that supports the monitoring and review of clients' mental health state and informs timely clinical review.
- Conduct comprehensive assessment, planning, implementation and evaluation of care in collaboration with the client and the multidisciplinary team to achieve health goals and outcomes.
- Provide general health checks and commence documentation of a mental health treatment plan on behalf of a GP as relevant.
- Maintain timely, accurate and current electronic clinical records ensuring documentation meets professional and legal standards.
- Practice safely within their professional and their own scope of clinical practice.

- Ensuring that service delivery complies with the appropriate policies and procedures as set out in Gunditjmara Health Service Practice Manual and legislative requirements such as mandatory reporting.
- Conduct health promotion activities which enhance consumer health and well-being and encourage and empower consumers to participate in their own health care.
- Maintain close links and report to the referring GP and other Allied health professionals in the development and review of people's care and treatment goals.
- Provide trauma informed assessment and care appropriate for Aboriginal communities
- Support and facilitate client decision making control and capacity to manage their own mental health
- Provide family inclusive support

Capability Management, Development and Practice

- Receive regular evaluations from clients on their experience of clinical services received and use them to improve practice and achieve better outcomes.
- Stay contemporary in professional competency and skills through active participation in professional and cultural supervision, professional development and clinical review.

NDIS

- Establish, coordinate and provide access support to community members for access to the NDIS programme.

Continuous Improvement

- Demonstrate commitment to the objectives of the multidisciplinary team and show considerable drive and effort in achieving work and goals.
- Identify, develop and support and/or implement new initiatives, quality and continuous improvement activities as part of a continuous improvement process in own work, team and Gunditjmara organization

Other Duties

- Participate in a six monthly (post-employment) and then annual performance reviews with the Manager, Primary Health Services, and develop a work plan for the next twelve month period
- Participate in and attend Gunditjmara organizational meetings as directed by the Manager, Primary Health Services
- Be accountable for the effective and efficient achievement of the key responsibilities of the position.
- Be familiar with and abide by the Gunditjmara policies and procedures including Occupational Health and Safety and the Code of Conduct

- Participate in the Continuous Quality Improvement and Risk Management programs, and promote compliance with legislation and Gunditjmara policies
- Participate in Gunditjmara Aboriginal cultural awareness training
- Assist with and support internal and external audit processes
- Contribute to monthly newsletter as required
- Provide regular reports on the activities and outcomes of work undertaken, including internal reporting requirements.
- Undertake professional development to increase skills and knowledge

Essential Skills, Knowledge, Qualifications and Experience

- Understanding and commitment to Aboriginal health, Aboriginal culture, and the philosophy and practice of Aboriginal Community Control
- Ability to work with Aboriginal organisations, communities and individuals in culturally appropriate ways
- Current nursing registration with the Australian Health Practitioner Regulation Authority (AHPRA)
- Extensive experience in the provision of mental health care to clients, including completion of mental health assessments, crisis management, general health checks, psycho-education and treatment interventions that use current evidence-based approaches.
- Ability to relate to and empathize with a wide range of people
- Ability to cope with emotionally demanding situations
- Proven track record at working effectively in a multidisciplinary team in a health setting.
- Effective research skills
- Competency in IT - including Microsoft Office products - and experience in using data bases for service management, clinical software, and reporting to funding bodies

Desirable Characteristics

- Previous experience working in an Aboriginal / Torres Strait Island organisation.
- Current credentialing as a mental health nurse with the Australian College of Mental Health Nurses (ACMHN), or eligibility to become credentialled.

Child Safety

Gunditjmara is a Child Safe Organisation and is committed to the safety of children and protecting children from abuse. Pre-employment checks include:

- undergo and attain a satisfactory police check
- be in possession of a current Working With Children Check card
- be able to attain two satisfactory employment references including, attesting to your suitability to work with Aboriginal and non-Aboriginal children

Other Position Related Information

- A current Victorian drivers licence is required
- Immunisation status and current indemnity insurance certificate is required

Guidelines for Submitting Applications

Application deadline is Sunday 4 November 2018. Specific queries about the position should be directed to Julieanne Crow, Manager Primary Health Care Services, julianne.crow@gunditjmara.org.au 0438 606 072. Other queries and applications to Susan Kay, HR Coordinator: susan.kay@gunditjmara.org.au. Applications must include your, resume, a covering letter and how you meet the essential skills, knowledge, qualifications and experience of the position.