

ROLE DESCRIPTION

Role Title	Nurse Consultant – Youth Mental Health Consultation Liaison Clinician
Classification	Registered Nurse/Midwife Level 3 (RN3A)
Position Number	
Local Health Network	Barossa Hills Fleurieu Local Health Network Inc (BHFLHN)
Hospital/Service/Cluster/RSS	Mental Health (MH)
Department/Section/Unit/Ward	Barossa Hills Fleurieu Rural and Remote (BHFRR)
Role reports to	Rural and Remote Mental Health Service (RRMHS) Youth Mental Health Consultation Liaison Service (YMHCLS)
Role Created/Reviewed Date	Reports operationally to the Coordinator Youth Mental Health Consultation Liaison Service through to the Senior Manager, Community and Statewide Services, RRMHS for operational and administrative matters. Professionally reports to the Registered Nurse at a Level 4 classification or above through to the Senior Manager, Acute Services/Director of Nursing (DON), RRMHS for clinical practice issues and standards, where the direct line manager is not a Registered Nurse.
Criminal History Clearance Requirements	<input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements
Immunisation Risk Category	Category A (Direct Contact with blood or body substances) Please click here for further information on these requirements

ROLE CONTEXT

Primary Objective(s) of role:

The Nurse Consultant - Youth Mental Health Consultation Liaison Clinician will provide clinical, educational and professional youth services in a range of Community Mental Health Teams (CMHTs). The Youth Mental Health Consultation Liaison Clinician works in partnership with a range of stakeholders from regional South Australia (SA) and metropolitan based services, and supports the development of YMH clinicians in country CMHTs to provide an integrated mental health response.

Employees classified at this level provide clinical, educational, nursing expertise to contribute to the improvement of high quality, safe mental health services and provides clinical and consultancy services that support the recovery of mental health consumers across community acute and rehabilitation service settings.

Employees classified at this level are experts within their area and stream of practice and have a significant degree of autonomy and decision making.

Various practice models may be used to enact this role, including but not limited to:

- > Primarily providing expert mental health nursing care;
- > Providing clinical leadership to nurses; and
- > Coordination and leadership of projects and/or programs that contribute clinical expertise to improve consumer/service outcomes.

Employees in this role accept accountability for their mental health nursing practice, the outcomes of nursing practices for the specific patient/consumer group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

Direct Reports:

- > Nil

Key Relationships/ Interactions:

Internal

- > Maintains close collaborative working relationships with all Level 3 and Level 4 Nurses.
- > Provides professional direct report and maintains a close working relationship with Level 2 Associate Nurse/Midwife Unit Manager and Level 2 Clinical Nurse/Midwife.
- > Accountable to the Clinical Director RRMHS through the Senior Clinician for clinical functions in accordance with the Barossa Hills Fleurieu LHN MH organisational structure.
- > Develops and maintains cooperative and productive working relationships with all members of the multidisciplinary MH service, and members of the local health agencies including but not limited to consultant psychiatrists, general practitioners, managers, mental health staff, and other health professionals.

External

- > Liaises with mental health consumers, carers, members of the public, community organisations, external service providers, contractors and stakeholders across other government and non-government departments.
- > Supports and works collaboratively with less experienced members of the nursing team.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping professionally up to date with relevant research, technological advances and models of care.
- > Working appropriately and in a culturally respectful way with children, youth, women and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Working collaboratively within the multidisciplinary team and across organisational Divisions/sites and promotes communication processes to enable best patient/client outcomes.

Delegations:

- > Nil

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and Barossa Hills Fleurieu Local Health Network Inc. values and strategic directions.

General Requirements

*NB References to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > SA Health Respectful Behaviour (including management of bullying and harassment) Policy.
- > *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010*
- > *Mental Health Act 2009 (SA)* and Regulations
- > *Controlled Substances Act 1984 (SA)* and Regulations
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > SA Health/ BHFLHN policies, procedures and standards.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Statement:

Barossa Hills Fleurieu Local Health Network Inc. welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace Barossa Hills Fleurieu Local Health Network Inc. is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
- > Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- > National Police Certificates must be renewed every 3 years thereafter from date of issue.
- > Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- > NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > **Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.**

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Integrate contemporary information and evidence to support the decision making, innovative thinking and objective analysis that is expected at this level e.g. expert clinical MH nursing knowledge underpins and informs their ability to support, lead and/or provide expert clinical care to improve and optimise care. > Provide direct, expert clinical MH nursing care, select and implement different therapeutic interventions, provide consumer care and care coordination to consumers of the country CMHTs and evaluate progress. > Contribute expert nursing assessment and advice to local clinical teams to achieve integrated nursing care within a risk management framework. > Undertake the nursing care role with a significant degree of independent clinical decision making in the area of personal expertise, demonstrate initiative, prioritise responsibilities and achieve outcomes within negotiated timeframes. > Be required in a multidisciplinary primary health care setting to apply MH nursing expertise to assess consumers, select and implement different therapeutic interventions and/or support programs and evaluate consumer progress. > Organise and support the Telepsychiatry referral pathways to ensure appropriate triage, booking of assessments and reviews occurs for young people. > Effective complex discharge planning or hospital avoidance through the provision of education, equipment and referral. > Create and maintain partnerships with local services leading to an integrated approach to the provision of youth mental health care.

Support of health service systems	<ul style="list-style-type: none"> > Use available information systems to: <ul style="list-style-type: none"> - Inform decision making; - Implement and co-ordinate processes for quality improvement; - Monitor and analyse incidents and accidents; - Ensure quality and safety is not compromised; and - Evaluate outcomes and convey information to staff. > Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise. > Management of resources with due diligence. > Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing professional practice frameworks. > Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures. > Maintain productive working relationships and manage conflict resolution. > Contribute to the development and sustainability of nursing skills for the needs of the youth population group using systems of resource and standards promulgation. > Contribute to the identification, establishment and implementation of clinical protocol and standards development which supports the Youth MH Service provision of services in accordance with the Model of Service, Operational Guidelines and the LHN's Mental Health Model of Care. > Contribute to needs analysis, establishment of appropriate regional priorities, and redesign of care and treatment practices in line with the LHN's MH Model of Care. > Demonstrate ability to manage change, introduce new concepts and ideas and motivate others.
Education	<ul style="list-style-type: none"> > Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role. > Ensure mechanisms are in place to support ongoing education where work and learning are integrated. > Demonstrate support for the clinical work and expertise within the Youth MH Service and facilitate orientation and training of Youth MH clinicians including mentoring. > Apply and share expert clinical knowledge and skills in a variety of models of intervention and therapeutic tools to improve consumer care outcomes. > Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching. > Foster a workplace environment that develops staff potential. > Work in partnership with Team Leaders to identify education and training needs within the teams in line with annual Performance Review and Development and requirements of the positions.
Research	<ul style="list-style-type: none"> > Contribute specific expertise to monitor and evaluate research activities in order to improve nursing or midwifery practice and service delivery. > Establishing, implementing and evaluating systems, which ensure best practice/evidence and consumer outcomes. > Applies evidenced based recommendations to improve practice and service function. > Contribute to clinical practice research.
Professional leadership	<ul style="list-style-type: none"> > Provides leadership and direction, acts a role model, mentor, consultant and resource person. > Lead nursing clinical practices within the professional practice framework established by the Senior Manager, Acute Services / DON and/or lead a multidisciplinary team. > Contribute to the redesign of care and treatment practices. > Provides evidence of expertise by providing leadership in an area of practice within Youth MH Service. > Provides sound leadership and support to the Youth MH Service and multidisciplinary team within the Multi-Disciplinary Team Framework. > Provides support, advice and direction to the Youth MH clinicians and mental health teams.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.
- > Holds a Graduate Diploma in Mental Health Nursing (or equivalent).

Personal Abilities/Aptitudes/Skills

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Skills in using computers and software relevant to the area of practice.
- > Ability to prioritise workload and meet set timelines.
- > Demonstrated ability to foster a workplace environment that develops staff potential.
- > Proven ability for flexibility, innovation and creativity within the whole of service setting.
- > Demonstrated ability in the leadership and facilitation of change management.
- > Demonstrated ability in leading and promoting consumer engagement initiatives.
- > Ability to engage with Aboriginal community/consumers in a culturally appropriate manner and a willingness to undertake further training in this manner.

Experience

- > Registered Nurse with at least 3 years post registration experience.
- > Demonstrated expertise in the mental health nursing practice in accordance with the relevant standards.
- > Demonstrated experience in the supervision and leadership of multidisciplinary staff, student nurses, enrolled nurses and less experienced registered nurses and/or midwives.
- > Experience working with Aboriginal consumers.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Australian National Safety and Quality and Safety Health Service Standards.
- > Expert knowledge of mental health practice.
- > General understanding of Aboriginal culture and a willingness to undertake further training in this area.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing and or midwifery or human services related discipline (Graduate Diploma or Master level).

Personal Abilities/Aptitudes/Skills

- > Skills in using computers and software relevant to the area of practice.
- > Ability to analyse complex clinical data.
- > Ability to undertake presentations to community and professional groups.

Experience

- > Experience with quality improvement methodologies for clinical activities.
- > Experience in evaluating the results of nursing and or Midwifery research and integrating, where relevant, the results into nursing and or midwifery practice.
- > Experience in clinical management and leadership roles.

Knowledge

- > Knowledge of the South Australian Public Health System.
- > Understanding and/or knowledge of the issues faced by working and/or living within rural, remote and very remote areas.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern Local Health Network and SA Ambulance Service.

Health Network/Division/Department:

Barossa Hills Fleurieu Local Health Network has an employed workforce of over 3000.

The LHN encompasses country hospitals and health services that provide support and services to approximately 12% of the South Australian population.

The region is an area of significant population growth for South Australia. Our sites and services are located at Mt Barker, Gawler, Victor Harbor (Southern Fleurieu), Strathalbyn, Kingscote, Mt Pleasant, Angaston, Tanunda, Gumeracha, Eudunda and Kapunda. The LHN has 11 public hospitals, 6 aged care facilities and an extensive range of community-based services.

A range of clinical services are delivered including Acute care, Medical, Accident and Emergency, Surgery, Birthing and Midwifery, Specialist Consultancy, Renal Dialysis, Chemotherapy, Transfusions, Rehabilitation, Residential Aged Care, Respite Care, Transitional Care Packages, Aboriginal Health, Mental Health, Allied Health, Community Health (Country Health Connect), Community Nursing, Palliative Care, Community Home Support Packages and Home Modifications.

The Rural and Remote Mental Health Service at Glenside, Adelaide, provides services to the region with a team including psychiatrists, psychologists, social workers, occupational therapists and mental health nurses. There are also specialist youth mental health clinicians and access to specialist older persons mental health services.

The Barossa Hills Fleurieu Local Health Network is the host LHN for the Rural Support Service. The RSS supports all six regions LHNs by bringing together a number of specialist clinical and corporate advisory functions focused on improving quality and safety.

Barossa Hills Fleurieu LHN MH's mission is "*To be a flourishing mental health service that impacts meaningfully and positively on the communities it serves*". Within this context, there are 5 key goals that support the achievement of the Directorate's vision of "*Transforming health care and actively delivering health benefit*." These are to achieve:

- > Effective, appropriate and sustainable mental health services;
- > Access to empowering and appropriate mental health services;
- > An appropriate, skilled and well supported mental health workforce;
- > Collaborative and research based mental health service planning and policy development; and
- > Strong leadership through governance, transparency and accountability.

Values

BHFLHN Values

The values BHFLHN are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our Local Health Network:

- > We are committed to the values of trust, respect, integrity, collaboration and kindness.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Date:

Signature:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Date:

Signature: