



POSITION DESCRIPTION

Position Title:	Community Mental Health Transition to Speciality Practice (TSP) Program
Award Classification:	Registered Nurse Grade 2
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Position Reports to:	Operational: Team Leader/Manager

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs

Our promise

Healthier together



POSITION PURPOSE

The Transition to Specialty Practice position within Community Mental Health is a learning position to develop the knowledge, attitude and skills that align with the mental health rehabilitation service vision of providing culturally sensitive, holistic and wellness focused services. The service delivery model promotes, values and respects the dignity and lived experience of individuals facing mental health challenges. This is achieved through working collaboratively with individuals and their support networks to help them pursue a life based on their own strengths, values and goals utilising the Collaborative Recovery Model tools and concepts. Multiple positions available across inner east and outer east continuing care teams (CCT's), inner east and central east continuing care units (CCU's), the early psychosis team, ICYMHS access team, Older adult assessment team (APAT) and the inner east mobile support and treatment service (MST).

The TSP participant will:

- Participate in, and complete, all aspects of the 12-month TSP program inclusive of Self-Directed Learning Package, study day attendance, clinical supervision practice and mentoring sessions.
- Work collaboratively with individuals and their support network to develop high quality case management skills aligned with the CRM tools and concepts
- Possess knowledge of and ability to provide tailored interventions to meet the recovery needs for consumers utilising the Collaborative Recovery Model framework.

KEY ACCOUNTABILITIES

Healthcare Excellence

- Practices in accordance with the professional standards, codes and behaviours that are legislated through the Nursing and Midwifery Board of Australia (NMBA).
- Ensures clinical interventions are evidence-based and consistent with policy, standard and clinical practice guidelines prescribed by the organisation.
- Incorporates practice which aligns with the EH Nursing & Midwifery Practice Guideline, as relevant to the clinical setting.
- Is accountable for reporting outcomes of nursing interventions to the Unit Manager, Team Leader, ANUM or delegate.
- Treats all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner. Provides an efficient, effective and customer focussed service.
- Facilitates effective patient flow processes in accordance with the guidelines established by the unit and organisation.
- Participate in the delivery of recovery focused services through the lens of the Collaborative Recovery Model
- Provide recovery orientated case management services to support the individual's recovery goals whilst working collaboratively with consumers, families, carers and relevant agencies in the development, implementation and review of Treatment/ Individual Recovery Plans.
- Works collaboratively with the Nursing Team and broader multidisciplinary team to ensure the efficient, effective and responsive operation of the allocated work Unit, in line with the Organisation's strategic direction.
- Supports individuals accessing services and their family's understanding of care delivery and care planning through effective and timely communication with these individuals and their significant others, team members, and the public.
- Works within Practice Guidelines and Staff Handbook and Code of Conduct. Reports personal / other non-compliance to the Stream Leader or delegate
- Ensures that all administrative functions are completed within the mandates of the position, and direction of the Stream Leader or delegate.
- Ensures clinical interventions are evidence-based and consistent with Standards, Policy, and Clinical Practice Guidelines prescribed by the Organisation. Is accountable for reporting outcomes of nursing interventions to the Stream Leader or delegate.
- Work collaboratively with consumers to undertake mental state, risk assessments and goal development and communicating this information with the multidisciplinary team and the person's support system.

- Actively contribute to the daily handover and participate in clinical review meetings that guide implementation and evaluation of consumer treatment goals.
- Collaborate and support consumers in the development and consolidation of their personal, domestic and community daily living skills in line with their goals.
- Collaboratively engage with the multidisciplinary team to enable discipline specific assessment, treatment, and consultation with consumers, carers and other team members.
- Develop knowledge of local resources and services to: make appropriate referral; provide advocacy; and initiate service development activities that will proactively enhance consumer access to community services.
- Where required, undertake training and provide preceptorship to nursing students.
- Comply with data collection and reporting requirements along with administrative procedures as required including use of outcome measurement tools.
- Contribute to sustaining a positive team environment that maximises the range of consumer services available through the multidisciplinary team.
- Participate in service development, planning, and quality improvement activities, both on a team level and within the organization as a whole.
- Collaborate with consumers and other agencies to provide timely and accurate information sharing between all parties.
- Collaborate with consumers to achieve their goals through service coordination which may include Mental Health Community Support Services (MHCSS) AOD services, homelessness support and primary health services.
- Other duties as directed by the Team Leader AMHS Rehabilitation Services or delegate for the efficient and effective running of the service.

Leading in Learning

- Take responsibility in managing own learning needs.
- Participates in and completes all aspects of the TSP program.
- Participates in the support and preceptorship of students.
- Participates in a performance development process prior to completion of the program.
- Complies with mandatory and other identified training requirements specified by NMBA and Eastern Health and maintains accurate documentation of evidence of this training and professional development undertaken.
- Actively participate in professional development activities that include: clinical supervision; attendance at workshops and seminars; as well as maintaining an up-to-date knowledge of contemporary recovery interventions in mental health.
- Exhibits a working knowledge of the relevant Accreditation Standards adhering to organisational standards and practice guidelines relative to the mandates of the National Standards.

Leading in research and innovation

- Promotes a culture of continuous quality service improvement within the unit and participates in activities designed to continuously improve standards of service and practice.
- Support and collaborate with interventions and initiatives arising through the Eastern Health Quality Framework, designed to address areas which fail to meet standards.
- Maintains own knowledge of evidence based practice and updates own knowledge and skills accordingly
- As a staff member of Eastern Health, staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

A Values-Based, Safe Workplace

- Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health.
- Staff are required to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace.
- Practices in accordance with relevant Acts, Agreements, Eastern Health Directions, Standards and Policies.
- Recognize and deter potential risk which may jeopardize your health, safety and wellbeing.
- Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines.
- Complies with Eastern Health standard & practice guidelines regarding reporting of actual or near-miss events.
- Comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.
- Implements harm minimisation and risk assessment strategies for at-risk individuals.
- Treats all employees of the organisation with respect and dignity and without discrimination or harassment.
- Complies with NMBA Code of Professional conduct and professional standards.

Quality

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

KEY SELECTION CRITERIA

Qualifications:
Essential: • Bachelor of Nursing or other recognised equivalent formal qualification leading to condition free registration in Australia • Registration with the Nursing and Midwifery Board of Australian (NMBA) via AHPRA • A current valid Victorian Drivers Licence • Up to date Vaccinations COVID-19 & Influenza Desirable: • Post Registration or Post Graduate qualification in mental health nursing or working towards
Experience:
• 12 months' post registration employment, inclusive of six months' experience in contemporary acute mental health experience is required for Community Mental Health TSP Positions. • For TSP position within the Mobile Support and Treatment Service (MSTS), a minimum 18 months contemporary acute mental health experience required. • Demonstrated clinical skills aligned with experience and scope of practice
Knowledge and Skills:

- Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- Awareness and understanding of National Standards and Accreditation Standards.
- Victorian and National Legislation governing area of practice (e.g. Mental Health Act 2014).
- Eastern Health Nursing and Midwifery Domains of Practice (2014).
- High level communication, written and verbal, with demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Commitment to ongoing professional development.
- Computer literacy with common Microsoft platforms and patient management systems and embracing of health technologies and informatics.

Personal Attributes:

- Exhibit behaviour which reflects the Eastern Health values and NMBA Codes and Standards.
- Commitment to participate and complete all aspects of the TSP program requirements.
- Committed to providing a safe environment for all.
- Respectful, collaborative and kind.

Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

ATTACHMENTS

- Attachment 1 – EH Nursing & Midwifery Domains of Practice Professional Framework

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Employee Name:

Employee Signature:

_____ Date: _____

ATTACHMENT 4 – NURSING & MIDWIFERY DOMAINS OF PRACTICE

The **Nursing Midwifery Domains of Practice** resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives; comprehensive patient care, support of systems, education, research and professional leadership. (See summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3)

Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed.

Table 1: Summary of Behaviour Levels

Novice	Advanced Beginner	Competent	Proficient	Expert
Works within a known and stable context , consulting when abnormalities arise before taking action	Works within a known and stable context , consulting when abnormalities arise	Acts independently in routine situations within scope, and responds to known dilemmas	Acts independently in complex situations within scope, and responds to unknown dilemmas	Provide vision and direction and shape and implement strategies and initiatives that enable others to perform as required

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation. Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Table 2: Domains of Practice

Domains of Practice				
Direct comprehensive care	Support of systems	Education	Research	Professional leadership

• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care	• Planning for the Future • Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability
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