



POSITION DESCRIPTION

Date	November 2021
Position Title	Clinical Nurse
Division	Mental Health
Reports to	Inpatient Service Manager, Bethesda Clinic Cockburn

SECTION 1

Mission, Vision and Values

Mission: - To deliver the highest quality healthcare experience for patients

Vision: - To be the preferred choice of Doctor's, Staff and Patients, recognised for the provision of high-quality medium acuity surgical services, palliative care and mental health services.

Values: Bethesda Health Care is committed to and promotes the following values:

- Teamwork – we create an environment of unity and togetherness
- Respect – we recognise and acknowledge the uniqueness and value of every individual
- Integrity – we demonstrate honesty and trust
- Compassion – we work to express God's love through a caring expression of kindness, tolerance and tenderness
- Excellence – we excel in all that we do so that we can promote the mission of our hospital
- Professionalism – we have pride in the high level of care and service we offer

Staff are expected to demonstrate these values in the way they work and to live the positive behaviours as described in the Bethesda Health Care Code of Conduct and to contribute to and promote the positive working culture of the organisation.

SECTION 2

Position Summary and Role Purpose

As part of a multidisciplinary team provides comprehensive evidence-based nursing care to consumers.

Facilitates and promotes consumer safety and quality of care.

The Clinical Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision Flowchart.

SECTION 3

Key Working Relationships

INTERNAL	EXTERNAL
Chief Executive Officer	Suppliers
General Manager	Contractors
Inpatient Service Manager	General Practitioners
Multi-disciplinary Mental Health Team	Private Psychiatrists
All staff	Other Mental Health Service Providers

SECTION 4

Key tasks, Responsibilities, Outcomes and Activities

CLINICAL

- Works in accordance with the Mental Health Act (2014) and all other relevant legislation within area of practice.
- Maintains appropriate client records and statistical data as required
- Delivers mental health interventions for consumers of Bethesda Clinic through a variety of modalities
- Provides comprehensive evidence-based nursing care and individual management to consumers including assessment, intervention and evaluation.
- Undertakes clinical coordination of shifts at the direction of the Nurse Manager including participation on the after-hours/weekend roster if required
- Responsible and accountable for patient safety and quality of care through planning, coordinating, performing, facilitating, and evaluating the delivery of care provision at Bethesda Clinic
- Monitors, reviews and reports upon the standard of nursing practice to ensure that colleagues are working within the scope of nursing practice, following appropriate clinical pathways, policies, procedures and adopting a risk management approach in care delivery
- Participates in ward rounds/case conferences as appropriate
- Educates consumers/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate
- Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies, and peer support workforce to provide coordinated multidisciplinary care
- Completes clinical documentation and undertakes other administrative/management tasks as required
- Participates in departmental and other meetings as required to meet Bethesda Clinic and Recovery and Wellness Centre objectives
- Develops and seeks to implement change utilising expert clinical knowledge through research and evidence based best practice
- Monitors and maintains availability of consumable stock
- Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to nursing including the Code of Ethics for Nurses in Australia, the Code of Conduct for Nurses in Australia, the National Competency Standards for the Registered Nurse and the Medicines and Poison Act 2014
- Promotes and participates in team building and decision making.
- Other duties as directed by senior staff.

EDUCATION, TRAINING AND RESEARCH

- Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion 1
- Undertakes supervision and development of undergraduate nursing students, registered and enrolled nurses
- Plans, develops and implements education programs for consumers, carers and colleagues
- Participates in evidence based clinical research activities where applicable.

SECTION 5
Health, Safety and the Environment

- Adhere to policies, procedures and standard operating procedures
- Report incidents, hazards and injuries
- Use personal protective equipment as required and directed
- Raise OSH issues with OSH representative/s
- Promote a safe work environment by assessing the work environment and not misusing or bypassing systems of equipment

SECTION 6
Quality and Risk

- Record initiatives and issues in Riskman
- Abide by Bethesda Health Care's Code of Conduct, Occupational Health and Safety legislation, Equal Opportunity Act
- Complete mandatory training and participate in development reviews
- Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards 2nd Edition, National Standards for Mental Health 2010 and other recognised health standards

SECTION 7
Partnering with the Consumer

- Works collaboratively with consumers to achieve best possible outcomes within their individual recovery journey

SECTION 8
Selection Criteria

Qualifications
<p>Essential</p> <ul style="list-style-type: none"> ▪ Recognised Nursing qualification and current registration (or eligibility) as a Registered Nurse with Nursing and Midwifery Board of Australia <p>Desirable</p> <ul style="list-style-type: none"> ▪ Post graduate qualifications in Mental Health or progress towards same
Knowledge and Skills
<p>Essential</p> <ul style="list-style-type: none"> ▪ Demonstrated ability to coordinate the shift within an adult mental health inpatient setting. ▪ Demonstrated clinical knowledge and experience in the delivery of evidence-based nursing care within a mental health setting. ▪ Demonstrated effective interpersonal, negotiation and conflict resolution skills. ▪ Demonstrated effective written and verbal communication skills. ▪ Knowledge and experience in the Quality Improvement Cycle and patient safety initiatives.

<ul style="list-style-type: none"> ▪ Ability to work collaboratively with consumers, their families and carers to plan and coordinate contemporary nursing care. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Experience working in the private health sector. ▪ Experience facilitating and co-facilitating therapeutic groups.
Experience
<p>Essential</p> <ul style="list-style-type: none"> ▪ At least two years contemporary experience in an adult inpatient mental health setting. ▪ Assessing and managing clinical risk as part of overall mental health assessment and management in collaboration with the multi-disciplinary team. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Experience in working with consumers aged 18-65 in a private mental health facility.

SECTION 9
Acceptance of Position Description

Employee

Date

Manager

Date