



Government of **Western Australia**
Mental Health Commission

JOB DESCRIPTION FORM

HSS REGISTERED

Position number	00011657
Position title	Clinical Nurse
Classification	Level 2
Employment Instrument	Nurses and Midwives Agreement
Registration date	October 2017
Key objectives of the Mental Health Commission	The Mental Health Commission was established in 2010. To strengthen and better integrate the State's network of services relating to the prevention, treatment, professional education and training and research activities in the drug and alcohol and mental health sectors, the Drug and Alcohol Office has amalgamated with the Mental Health Commission in July 2015. The new Mental Health Commission enables the utilisation of both entities strengths and capabilities to enhance and excel in the delivery of mental health and drug and alcohol services across the state.

Reporting Relationships

Reports to:

Position Title	Classification	Position No.
Clinical Nurse Specialist	SRN Level 3	00011383

Positions under direct supervision:

Position Title	Classification	Position No.
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We Value:

- Respect for individuals and culture
- Working together and supporting each other
- Involving and engaging others
- Ownership, transparency and accountability
- Fair and ethical decisions
- Improvement focus

Primary Objectives of role:

Provides specialised nursing interventions, clinical assessments, triage/duty, case management and referral for clients attending Integrated Services.

In undertaking the role of this position, the occupant will need to recognise that there is a commitment to focussing on the needs of the individual, their families, carers or advocates working in partnership for better mental health outcomes.

General Responsibilities

Clinical

- Applies advanced Clinical knowledge and skills in clinical assessments, program delivery and referral for clients who are experiencing problems with alcohol and drugs.
- Participates with team members in the delivery of treatment programs utilising nursing skills.
- Undertakes the Case Management of clients in consultation with the multi-disciplinary team.
- Undertakes a triage function as required for clients.
- Identifies, plans, implements and evaluates, appropriate clinical treatment programs in conjunction with other members of the team and other agencies.
- Participates in data collection and clinical research projects as required.
- Promotes effective working relationships with other services, health professionals and community agencies.
- Functions in accordance with all aspects of Legislation affecting Nursing practice.
- Identifies the need for change in Clinical practice and participates in the development and implementation of strategies to improve client care.
- Demonstrates effective leadership, delegation and decision making skills.
- Ensures appropriate risk management strategies are employed, including identification, assessment, investigation, and control and monitoring.
- Is involved in continuous quality improvement programs in liaison with the multidisciplinary team and applies quality improvement principles to all duties performed.

Professional

- Participates in own clinical supervision, peer review and performance development.
- Responsible for maintaining own professional standards of practice and developing competency in an area of specialisation.
- Responsible for the collecting and keeping of records and files in accordance with the principles and standards of government record keeping and the Mental Health Commission's policies and procedures.
- Participates in the development and review of the agency philosophy, objectives, clinical policies and programs by participating in relevant meetings and committees.
- Participates in clinical research programs.
- Provides preceptorships for students and provides clinical supervision and performance development for Level 1 nurses as directed.

Other

- Undertakes other duties as directed.

Selection Criteria

The following work related requirements are to be read in the context of the role of this position and the Mental Health Commission:

Essential Selection Criteria:

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced communication interpersonal and problem solving skills.
3. Demonstrated advanced knowledge and experience in working with Alcohol and/or Drug using clients.
4. Demonstrated ability to plan and facilitate effective management of a caseload.
5. Demonstrated ability and commitment to work within a multidisciplinary team environment.
6. Demonstrated knowledge of continuous improvement process and the ability to initiate, co-ordinate and evaluate quality improvement.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria:

1. Possession of or progress towards the completion of a relevant tertiary qualification.

Appointment Factors

This position is subject to a:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Successful 100 point Identification Check.
- Successful criminal record screening.
- Successful Pre-Employment integrity check.

Ethical Decision Making and Practice

Acts ethically and in accordance with the Western Australian Public Sector Code of Ethics and the Mental Health Commission's Code of Conduct.

Demonstrates a focus on the achievement of branch objectives including working productively in a team and taking responsibility for and managing own work to deliver expected outcomes.

Workplace Safety

Acts safely and in accordance with the general Duty of Care and the Mental Health Commission's Occupational Safety and Health policy and procedures.