



Job Description Form

Clinical Nurse Consultant Mental Health

Justice Health and Wellbeing Service - Banksia Hill

Position details

Classification Level: SRN Level 3

Award/Agreement: Department of Justice - Registered Nurses and Enrolled (Mental Health) Nurses (ANF) Industrial Agreement (and any subsequent agreement/s)

Position Status: Permanent

Organisation Unit: Corrective Services/Offender Services/Justice Health and Wellbeing Service

Physical Location: Banksia Hill Detention Centre

Reporting relationships

Responsible to: 015363 Clinical Nurse Manager MHAOD – SRN4

This position: 017437 Clinical Nurse Consultant Mental Health – SRN 3

Direct reports: Various Clinical Nurse Mental health – ANF Level 2

Overview of the position

The Justice Health and Wellbeing Service (JHWS) delivers a range of holistic, evidence-based, and culturally responsive health care and wellbeing services for patients and clients across the Western Australian custodial estate. With a commitment to delivering safe and high-quality care in one of the most complex and restrictive environments, the Service encompasses primary health care; mental health care; alcohol and other drug services; psychological, prevention and wellbeing services; pharmacy services; allied health care and tertiary care referral services. With entry to prison marking the first opportunity for many of our patients and clients to receive health and wellbeing assistance, our Service acts as a crucial intervention point for a population with complex physical, mental and spiritual needs.

The JHWS ensures that clinical effectiveness, consumer focus and quality improvement are embedded to assist Department of Justice provide high quality, cost effective, safe and patient centred care.

This position is a key member of the Mental Health leadership group and works closely with Clinical Nurse Managers Mental Health Alcohol and Other Drugs (MHAOD) and other Clinical staff across the estate.

Job description

As part of the Justice Health and Welfare Service, the successful applicant will be expected to:

- Work to improve communication and model integrity and respect in all interactions.
- Operate within the Department's Corporate Governance Framework, policies and procedures and ensure effective transparency and accountability of all Department activity.
- Operate within the chain of command to coordinate activities required to meet the Department's strategic objectives.
- Work collaboratively to achieve common goals and best practice and facilitate business improvements as appropriate.
- Facilitate cultural and management reforms within the Department through leadership and engagement.
- Represent the Department's interest on committees and working groups as required.

Role specific responsibilities

Leadership/Professional

- Provides operational and clinical leadership in mental health & alcohol and other drugs service provision by staff at the Banksia Hill Detention Centre health centre.
- Advises on the assessment and therapeutic services needed to provide mental health care to patients, and develop policies, protocols and standards to assist in the provision of appropriate mental health services.
- Provides a link between the Criminal Justice System, community-based health service providers and the Forensic Mental Health Service.
- Maintains knowledge of and complies with the legislation relevant to the care of adults with mental illness, including the *Mental Health Act 2014*, the *Criminal Law (Mentally Impaired Accused) Act 1996*, and the *Prisons Act*.
- Works in partnership with the wider MHAOD team and any other professionals as necessary.
- Demonstrates and manages ethical behaviour in accordance with relevant standards, values, and policies.

Clinical

- Performs specialised mental health and AOD assessments on those identified as having mental illness and refers to the appropriate specialist service.
- Liaises with agency and community-based health services to develop a comprehensive clinical appraisal of the patient.
- Provides counselling services as part of a mental health management plan, as appropriate.
- Works with specialised services to develop a management plan for patients and reviews patient progress accordingly.
- Identifies and instigates appropriate care for the acutely ill.

- Facilitates effective discharge planning for patients with mental illness, including liaison with other service providers.
- Makes placement/management recommendations for patients experiencing severe mental health problems.
- Integrates care for patients with mental illness who return to the prison from acute hospital admissions.
- Takes an active educational role in the promotion of mental health wellness.

Organisational development

- Using the data collected from clinical assessments, works with the branch to develop appropriate policies, clinical protocols, and assessment tools to support an efficient mental health service.
- Supports and participates in research to improve the JHWS services provided to adults and the JHWS health outcomes.
- Actively participates in planning for service and quality improvement.
- Develops and facilitates staff training to improve the capacity of the JHWS staff to respond to mental illness and/or behavioural problems as it relates to their mental health presentation.
- Actively develops and implements strategies to maintain and improve the quality of clinical care.
- Monitors compliance with policy, protocols, procedures, and standards pertaining to mental health & AOD patients.
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

In the context of the roles specific responsibilities, the ability to demonstrate the following skills, knowledge and experience.

Essential

1. Qualification/Eligibility requirements

- Current registration in the category of Registered Nurse with the Australian Health Practitioner Regulation Agency (APHRA) and a relevant post graduate qualification in mental health or addictions and/or extensive clinical experience in addictions and mental health.

2. Work experience

- Demonstrated extensive experience in the provision of mental health, alcohol and other drug services.

3. Communication skills

- Experience in provision of clear and concise patient records.
- Able to communicate effectively with a wide range of cultures, groups, and individuals.
- Well-developed professional workplace relationships and networks.

4. Team Work

- Demonstrated team leadership and membership skills.
- Demonstrated a commitment to continuous performance development of self and others.

5. Service development

- Demonstrated experience in the development of mental health services, including policy and program development.

6. Ethical Behaviour

- Ability to manage ethical behaviour in accordance with relevant standards, values, and policies.

Desirable

1. Qualifications

- Authorised Mental Health Practitioner.

2. Experience

- Counselling and group-work experience.
- Experience in Forensic or Prison Mental Health.
- Experience in the Clinical Supervision of staff.

Special requirements/equipment

- This position is identified under Section 6 of the *Working with Children (Criminal Record Checking) Act 2004* as Child Related Work. Applicants must have a current Working with Children Check to be eligible for appointment to this position.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the job.

Executive Director Justice Health and Wellbeing Service

Signature: _____ Date: July 2025

HR certification date: August 2025