

POSITION DESCRIPTION

Position Title	Mental Health Integrated Complex Care (MHICC) Nurse Clinician		
Program Division	Mental Health		
Team Area	Mental Health		
Position number	VAC0537		
Classification Grade & Level	Registered Psychiatric Nurse (RPN 4) - Level dependent on experience		
Enterprise Agreement or Award applicable	Inner South Community Health Service Mental Health Services Enterprise Agreement 2012 - 2016		
Employment details	<input checked="" type="checkbox"/> Full-time 1.0 FTE	<input type="checkbox"/> Part-time FTE _____ [e.g. 0.4]	<input type="checkbox"/> Sub-contracting
	AND		
	<input type="checkbox"/> Permanent on-going	<input checked="" type="checkbox"/> Fixed Term (February - 30 June 2019) (With Potential for Extension)	
Position reports to	Service Coordinator, Mental Health Integrated Complex Care (MHICC)		
Ordinary location(s)	To be confirmed and within the Local Government Areas of Stonnington, Glen Eira, Kingston or Bayside. From time to time the incumbent may be requested to work from or be based at other Star Health centres		
Closing Date	Friday 1 st February, 2019 @ 5pm		
Recruitment contact	Email: recruit@starhealth.org.au		

Star Health

Star Health is a provider of health and support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.

Star Health provides services spanning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of **health and wellbeing for all**, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, affordable, joined up services with a no wrong door approach.

Website Information: <http://www.starhealth.org.au/>

Star Health offers a comprehensive and industry leading suite of Employee Benefits
See <https://www.starhealth.org.au/careers/employee-benefits/> for information.

Purpose of Position

The newly funded MHICC program will be responsible for providing highly flexible, timely and accessible support to consumers with severe mental illness and complex needs. Care coordination, family support and liaison, and clinical nursing services will be among the suite of flexible services to assist and empower consumers to achieve greater health outcomes particularly in the primary care setting. A major focus of this program will be to make a contribution to the service system development and connectivity by engaging a diverse range of providers in referral and shared care with a specialist mental health care coordination and nursing workforce.

The MHICC Nurse Clinician will play a key role in the multidisciplinary MHICC Team in providing clinical nursing care to consumers of the service as well as low level care coordination and family education and support.

Key Responsibilities

- Provision of clinical mental health nursing to consumers, which includes care coordination, family support and liaison, risk assessment, mental state examination, assessment and treatment planning, medication monitoring, provision of psycho education and coaching
- Active promotion of the MHICC program to all relevant stakeholders
- Involvement in practice development of MHICC as a specialist mental health services in the primary care setting
- Active participation in the strategic direction, and service offerings of the MHICC program
- Encourage and promote a no wrong door approach within teams regarding the clinical management of persons with complex issues (i.e. psychiatric, substance abuse, intellectual and/or physical disabilities, chronic illness, financial difficulties, social issues and limited community linkages)
- Active participation in multidisciplinary case reviews in and between teams and specific discipline practice review activities
- Contribute to and participate in the planning, implementation and evaluation of the Program's services, interventions and therapeutic activities.
- Work collaboratively with consumers, their families and significant others (Including carers & children) and deliver family-sensitive models of service
- Work collaboratively with internal and external service providers (including provision of primary and secondary consultation and facilitation of case reviews) to facilitate primary care services and ensure continuity of care for the Program's clients.
- Contribute to site management activities at multiple sites and development of positive site culture
- Development and review of individual Performance Plans (through active participation in the annual Star Health Planning process)
- Facilitate and participate in all quality assurance and improvement activities, including organisational committees and working groups
- Adhere to all relevant current internal and external Policy and practice frameworks and standards discipline specific practice standards and codes of ethics.
- Ensuring the maintenance of accurate and timely client records
- Other duties as directed by your Service Coordinator.

Key Capabilities

- Ability to work within, promote and actively participate in the successful establishment of a new developing program to meet consumer and their families' needs
- Conflict resolution knowledge and ability to assess conflict confidently and apply sound judgement within organisational policies
- Influence and negotiation – Able to utilise skills to effectively build rapport with staff, consumers and external partnerships with a focus on stakeholder management

Qualifications [Post-Secondary/Vocational; Undergraduate or Postgraduate degree(s)]	
Essential	Qualification in Mental Health Nursing, with current registration with the Nursing and Midwifery Board of Australia.
Preferred	
Professional Membership(s)	Mental Health credentialed
Experience [Industry sector, field of practice]	
Essential	Extensive knowledge and experience of current evidence based practice in mental health including recovery-oriented service models.
Preferred	Extensive stakeholder management experience

Key selection criteria – Essential	
Knowledge and skills	<ul style="list-style-type: none"> • High levels of emotional intelligence and the ability to effectively engage and work with multidisciplinary teams, consumers and their families, and other stakeholders. • Excellent interpersonal and communication skills (including high level written skills). • Demonstrated ability to work in new funding and service delivery models, with a willingness to collaborate, learn, think broadly and drive change as part of a multidisciplinary team. • Relevant clinical service delivery experience to be able to assess and work with consumer ability/readiness to engage in safe and personally achievable goals, often in the context of life complexity and other co-existing illness. • Demonstrated knowledge of primary care stakeholders, referral pathways and other relevant service systems important to health outcomes for consumers • Ability to work autonomously, exercising sound professional judgement and seeking advice, supervision and consultation when appropriate • Understanding of and commitment to the Social Model of Health.
Protecting babies, children and young people from child abuse and neglect is integral to the work at STAR	
Protecting Children Policy Information	<ul style="list-style-type: none"> • Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families, and is a core responsibility for all Star Health staff.
Organisational Responsibilities	
Personal qualities	<ul style="list-style-type: none"> • Resilience - Demonstrates perseverance in achieving objectives and copes effectively with setbacks and problems. • Initiative & Accountability - Takes responsibility for actions and proactively implements work plan and addresses issues. • Empathy and Cultural Awareness - Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others. • Continuous Quality Improvement - Identify continuous quality improvement opportunities and act upon when/where relevant
Other Licence(s)	Unrestricted Victorian Driver Licence (or equivalent)

Important information

<https://starhealthau.sharepoint.com/Shared Documents/HR/Position Description & PD Library/Mental Health/MHICC Nursing PD VAC0537 CD-01-02-19.docx>

Status: Internal; Confidential

Review Date: 22/11/2017

Review by: PM MHAOD

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- Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace.
- Star Health's usual hours of operation are from 8:00am to 8:00pm Monday to Friday, specific hours of work will be determined in accordance with operational requirements and contained in the Contract of Employment.
- Your Letter of Offer may state you will be based at a particular Star Health site, however it is expected that you will be required to work at different locations in the greater metropolitan area of Melbourne
- Offers of employment are contingent upon:
 - A successful reference check (all positions);
 - Non-adverse Criminal Record check (all positions);
 - Fitness for Work medical examination (specific positions);
 - Holding and maintaining a valid 'Working with Children Check' (all positions)
 - Undertake a DHHS Disability Exclusion Worker Check (specific positions)

Star Health is an equal opportunity employer and encourages people with disabilities and individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.

Some roles may require candidates to undertake psychometric testing prior to appointment.

Salary Packaging Information

- Star Health currently has two types of Salary Packaging:
 - General salary packaging of \$15,900 per FBT year
 - Meal Entertainment/Facility leasing of \$2,550 per FBT year

Salary Packaging is optional and may have considerable tax benefits depending upon personal circumstances.

AUTHORISATION

Person who completed and authorises this Position Description	Position Title:	Program Manager
	Program / Division:	MHAOD