



Mental Health Nurse

Closing Date is 5pm Monday, 13 May 2024

The Organisation

Galambila Aboriginal Corporation trading as Galambila Aboriginal Health Service is an Aboriginal Community Controlled Health Service located in Coffs Harbour, NSW. Galambila is a leading provider of high quality, culturally relevant, comprehensive primary health and related care services. Galambila serves the Aboriginal communities of Coffs Harbour, Urunga, Bellingen and Woolgoolga.

Important Information

Galambila is an equal opportunity employer and all applications for vacancies are based on merit. Women and people with disabilities are encouraged to apply.

Applicants must be Australian citizens or permanent residents or have legal entitlement to work in Australia.

Galambila provides a smoke-free work environment and promotes a smoke-free culture for staff where they are encouraged and supported not to smoke.

Salary

Galambila offers the following attractive salary package for the Registered Nurse:

- Base salary up from \$92,872 - \$101,680.00 p/a depending on skills and experience;
- Full time (38 hours a week), fixed term arrangement until 30 June 2025;
- Additional benefits include: 11% superannuation; additional leave; RDO cycle; training and development; Employee Assistance Program; and salary sacrifice (to \$31,177 PBI)

How to apply

To apply for this role you will need to provide:

- A completed Applicant Details Form (*or hit apply now on Galambila Careers*);
- Your updated Resume; and
- A maximum two-page cover letter addressing the capabilities relevant to the role.

You can submit your application directly by email to HR@Galambila.org.au or online at www.galambila.org.au/careers.

For further information or inquiries please ring
Jen Blackburn on 02) 6652 0800

Incomplete or late applications will not be considered for interview.
Applications must be received on or before **5pm Monday, 13 May 2024**



Capabilities – Mental Health Nurse

To be successful in this role you will have at least experience as a Mental Health Nurse.

Professional Practice: Demonstrated ability to provide leadership in nursing and primary health care principles, collaborate with the practice team and communicate effectively with external stakeholders including service providers and referrers.

Nursing Care: Sound knowledge of the clinic environment and its relationship to the broader health sector and local community health priorities.

Clinic Practice Environment: Familiar with recall and reminder systems, data and clinical software systems and extensive experience and knowledge of the general practice setting including funding models and day-to-day operations or demonstrated capacity to acquire same.

Collaborative Practice: Proven ability to work as a highly effective member of a team including as part of a diverse group of allied and healthcare professionals, and ability to provide clinical leadership.

Self-disciplined: Manages own time to achieve key outcomes; avoids distractions and diversions.

Resilient: Recovers from setbacks; overcomes obstacles and setbacks; learns from experience and identifies areas for self-development.

Client focused: Prioritises needs of clients; Aims for best outcomes for clients; follows through with commitments.

Desirable:

Experience working in an Aboriginal Community Controlled Health Service.
Experience with Computerised Medical Systems.

Licence

Current 'C' Class driver's licence is mandatory for this role.

Registration

The successful applicant must be AHPRA Registered through the Nursing and Midwifery Board of Australia as a Registered Nurse.

Qualifications

It is a pre-requisite for the following qualifications:

- Bachelor of Nursing (or equivalent);

Optional specialisation

Postgraduate qualifications in:

- Mental Health (Highly regarded);

Registration

The successful applicant must be AHPRA Registered through the Nursing and Midwifery Board of Australia as a Registered Nurse.

EMPLOYMENT ARRANGEMENTS

**Our Community and Clients
A healthy and empowered mob**

An offer of employment is subject to a six (6) month probationary period. This role is advertised as a fixed term contract. Continuation in the role is subject to funding and satisfactory performance. A review of performance will be conducted 3 months after commencing. All staff undertake individual Performance Agreements including regular reviews. Your reporting lines may change from time to time at Galambila in accordance with operational requirements.

This appointment is subject to a satisfactory clearance for a police check and a clearance for working with Children undertaken by the Office of the Children's Guardian (NSW).

GALAMBILA PRIVACY AND CONFIDENTIALITY INFORMATION

One of the many rules to which staff must strictly adhere is the rule of professional secrecy and access to confidential information. All Galambila employees must observe a strict code of secrecy in any matters relating to work at Galambila and particularly in relation to information regarding clients/patients.

It is equally important that members of staff do not disclose any health information of clients/patients to any other staff member unless this information is necessary for the provision of care and is exchanged in the course of providing care.

Matters concerning the work of Galambila including information about clients/patients must never be discussed outside of Galambila and each member of staff has a moral and legal obligation to Galambila not to violate the trust placed in them in the handling of sensitive and confidential client and organisation information.

Staff recruited to Galambila are required to sign privacy and confidentiality agreements upon commencement of employment. Breaches of privacy and confidentiality are treated with the utmost seriousness and may result in disciplinary action up to and including termination of employment.

DOCUMENTARY EVIDENCE REQUIRED

Successful applicants will be required to provide the following documentation:

- Working with Children Check verification or application number;
- Proof of identity (such as Birth Certificate, Drivers licence, Proof of Age Card, or Passport); and
- AHPRA registration, insurance, and transcripts of qualifications.



APPLICANT DETAILS

Position Applied for

Mental Health Nurse

Name

Click here to enter text.

Please describe your rights to work in Australia?

Choose an item.

Address

Click here to enter text.

Suburb, State and postcode

Click here to enter text.

Contact Number

Click here to enter text.

Alternative Contact Number

Click here to enter text.

Email address

Click here to enter text.

How did you hear about this vacancy?

Choose an item.

If other, please detail: Click here to enter text.



Position Description

Position:	Mental Health Nurse
Location:	Coffs Harbour
Annual Salary	\$92,872.00 - \$101,680.00
Classification	ACMHN3.1 – 3.3
Hours per week	38
Responsible to	Regional Coordinator (Suicide and Social & Emotional Wellbeing)

Our Values → Respect ↔ Accountable ↔ Inclusive ↔ Compassion ↔ Empowerment

Our Purpose → Culturally appropriate care that ensures the best possible health and wellbeing outcomes for those on Gumbaynggirr Land

Our Vision → Greater choices for our mob to improve health for all stages of life

Objectives

We are looking for the right people to come and join our Culture Care Connect team.

Aboriginal and Torres Strait Islanders continue to be significantly impacted by suicide and suicide ideation. The Culture Care Connect program seeks to overcome the inequality experienced by Aboriginal and Torres Strait Islander people, integrating suicide prevention planning and response activity by developing and delivering trauma-aware, healing-informed services which take into consideration the intersection between AOD, SEWB, primary health and other complementary programs.

The Mental Health Nurse is responsible for providing assertive and timely follow-up care for all Aboriginal and Torres Strait Islander people referred to this service following a suicide attempt or suicidal crisis, in line with our Aftercare Service Delivery Model.

The person in this role will be resourced with strong training and ongoing support mechanisms.

Role Description

The Mental Health Nurse provides clients with severe and complex mental illness access to a high standard of culturally appropriate mental health nursing care. The Mental Health Nurse will be located within a primary care setting with the ultimate aim of clinical care and coordination delivered by a mental health nurse to support clients to effectively manage their symptoms, avoid unnecessary hospitalisation or reduce length of stay in hospitals where admission has occurred. The Mental Health Nurse is able to deliver this service within a clinical setting, the community and in the client's home environment, with no set time or session limitations. The position is primarily based in Coffs Harbour, however may be required to travel to Grafton.

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A healthy and empowered mob

Team Description

The position will work closely with Psychologists, Social Workers and Aboriginal Health Workers within the Social and Emotional Wellbeing team, as well as GPs within Galambila. The nurse will also play a key role in liaising with acute psychiatric services external to Galambila supporting hospital inpatient and discharge planning.

Main Duties

- Provide mental health nursing services to clients with severe and complex mental health conditions, and those with suicide risk, increasing access to mental health nursing services via mobile/outreach service delivery.
- Function as care navigator for clients living with severe/complex mental health issues, coordinating services, arranging access to interventions from other health professionals.
- Communicating with GPs, Psychiatrist and others as agreed to in the MHTP, on progress of care provision, client goals and outcomes.
- Ongoing mental health assessment, contributing to the clarification of diagnosis and monitoring and managing risk.
- Maintain links with acute mental health services, hospital team, psychiatrists, GPs and allied health workers to coordinate care management, arranging access to interventions from other health professionals as required.
- Participate in case conferences with hospital staff to plan discharge of clients from the mental health unit and facilitate implementation of these plans.
- Work with clients to support them in managing physical health conditions, including administering, monitoring and supporting compliance by clients with their prescribed medications.
- Promote health awareness to encourage and educate clients, carers, and families in self-care, disease management, and treatment options, promoting independence and optimised health.
- Promote resilience by providing therapeutic interventions and support so that clients are able to build and strengthen relationships with family, friends and community.
- Improve client participation in employment, education and community.
- Participate in and contribute to research and evaluation of the program.
- Maintain appropriate clinical governance and accreditation standards.
- Ensure all documentation, records and health information is maintained on the Medical Director patient information record system;
- Ensure delivery of clinical services is underpinned by Galambila's clinical governance framework that fosters reflective practice, constructive feedback and service improvement, risk prevention and management, and the highest standards in quality and safety of client care;
- Undertake other duties (and training) that are safe, legal, logical and responsible while being within the limits of employee's skill, competence and training, consistent with the position classification.



Selection Criteria

Essential

1. Be registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a registered nurse and is credentialed with the Australian College of Mental Health Nurses (ACMHN).
2. Broad clinical experience in community mental health services or appropriate acute mental health care settings with skills in planning, liaison, coordinating, and decision making within a clinical setting.
3. Demonstrated understanding of the principles of comprehensive primary health care, as well as an understanding of the issues affecting the health and well-being of Aboriginal and Torres Strait Islander people, including the social determinants of health.
4. Demonstrated well developed written, verbal and interpersonal skills including with the ability to communicate sensitively in a cross-cultural environment with Aboriginal clients and staff.
5. Valid Australian driver's license

Desirable:

1. Experience in planning and delivering health promotion activities including health education to clients and groups.
2. Experience in using best practice guidelines including but not limited to the CARPA Standard Treatment Manua

Licence

1. Current 'C' Class driver's licence is mandatory for this role.

Workplace responsibilities

- Work as a team member, seeking support, guidance and direction as required.
- Attend meetings and undertake training as appropriate to the role of Mental Health Nurse.
- Perform any other duties consistent with the terms of employments as may be directed or implied from time to time; and
- Participate in staff performance reviews.

Workplace Health and Safety responsibilities

- Follow defined WH&S and injury management policies and procedures.
- Take reasonable care for the safety of others in the workplace.
- Ensure organisational compliance with any requirements of the WH&S Act and other legislation with regard to health, safety and welfare in the workplace;
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in compliance with the WH&S Act or other legislation;
- Report all accidents or incidents which did, or could have resulted in, injury to others in the workplace or damage to property;
- Report all hazards or potential hazards.
- Be familiar with emergency evacuation procedures and participate in regular training in safety procedures; and
- Provide input into regular safety inspections for their department.

Child Protection Responsibilities

- Be familiar with and adhere to legislation in relation to Child Protection and comply with NSW Health Frontline Procedures for the Protection of Children and Young People; and
- Attend training in Child Protection as required.

Continuous Quality Improvement responsibilities

- It is the responsibility of each staff member to be aware of the contents of the policy and procedures manuals and work within the principles contained therein.
- Each staff member is expected to be committed to quality service and to participate in activities to enhance continuous quality improvements in the workplace.

Non Smoking Policy

Galambila provides a smoke-free work environment and promotes a no-smoking culture for staff where they are encouraged and supported not to smoke.