

POSITION DESCRIPTION

Position Title	Mental Health Enrolled Nurse (EN3)
Reports to (Title)	General Manager, Cabrini Outreach
Group Director	Chief of Mental Health and Cabrini Outreach
Department	Cabrini Outreach
Position Location	Northcote
Award/Agreement	Salary & Conditions in accordance with Contract of Employment
Delegation of Authority Level	Not applicable

Position Summary & Role Purpose

Cabrini Outreach is the social services division of Cabrini Health. Cabrini Outreach’s Asylum Seeker Health Services includes a Specialist Mental Health Service (SMHS), Primary Care Service, Research and a Health/Pharmacy Waiver program at the Asylum Seeker and Refugee Health Hub in Northcote.

The Mental Health Enrolled Nurse is a key staff member of the Cabrini Asylum Seeker and Refugee Health Hub providing clinical care and care coordination to people seeking asylum in Melbourne’s northern and western suburbs. The Mental Health EN role is a unique position that works across two distinct but overlapping services. The first is to provide psychosocial case work support to clients in the SMHS and primary care team and the second is to coordinate the Hume Whittlesea Pharmacy Waiver Program which provides access to medication and medical aids (such as glasses) for clients with no income. Travel will be required once a week to Epping, with access to a work car.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership

- Collaborate with colleagues, sharing knowledge regarding the clinical care and support of people seeking asylum who have experienced significant trauma and may have complex psychosocial issues.
- Communicating, referring to, and being involved in consultation with, other relevant health professionals, service providers, and community and support services
- Is a strong client and family advocate
- Contribute to the building of a trusted team environment, ensuring good communication and effective relationships and teamwork with colleagues.

1.2 Operational Responsibilities

- Ability to work autonomously whilst under the direct supervision of Registered Nurse (Line Manager). This includes receiving regular supervision, exercising sound professional judgement within the scope of practice, and seeking advice and support from line manager when necessary.
- Be flexible and open to the various duties and tasks, with the ability to multi-task.
- Work closely with both the SMHS and PHC teams to provide psychosocial case work support to clients with mental health issues and complex needs, including outreach visits as required.
- Coordinates the Hume Whittlesea Pharmacy Waiver Program (HWPWP), including direct service delivery with clients in the program, eligibility checks, registration, consultation notes, facilitating waivers for medications and/or other medical aids and equipment.

- Refer HWPWP clients to other agencies such as settlement, health, welfare and other social services as required.
- Management of the pharmacy waiver emails as per policy and procedures.
- Maintains databases and completes data collection, report writing and other administrative tasks.
- Treat all clients in a respectful and appropriate manner providing excellent customer service.
- Use interpreters when required to effectively communicate with clients.
- Ensures good communication, effective relationships and teamwork with colleagues and effectively negotiates conflict resolution.
- Maintains relationships with key partner agencies and external stakeholders.
- Recognise that ethnicity, culture, gender, spiritual values, sexuality, age, disability and economic and social factors have an impact on an individual's presentation to any of Cabrini Outreach's Asylum Seeker Health Services.
- Understand and be committed to supporting the needs and challenges faced by asylum seekers and refugees in Australia.

1.3 Resource Management

- Adherence to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter
- Is responsible for the efficient management of resources, both human and material, utilising time, material and equipment responsibly and effectively.

1.4 Contributes to the achievement of professional expertise for self and direct reports through:

- Maintenance of ongoing personal professional development / continuing education
- Personal application of the Cabrini performance management framework
- Identifying, encouraging and monitoring the continuing development of others within a learning culture.

2. Work Health and Safety

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients and visitors, so far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their employees, and any other person exposed to the work they do, may face. The WHS management system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

3. Safety and Quality

It is the responsibility of all staff at Cabrini to ensure that they provide safe high quality care to our patients, residents and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

4. Child Safety

Cabrini complies with the Victorian Child Safe Standards 2015 and the National Catholic Safeguarding Standards. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies including the following:

- Child safe organisational framework
- Mandatory reporting of suspected child abuse
- Working with children check

Organisational Relationships

- Reports directly to the Team Leader of the Specialist Mental Health Service, with operational and governance support from the General Manager for the HWPWP.
- Maintains a close collaborative working relationship with all staff in administration, specialist mental health service and primary health care teams.

Committee Membership

The Mental Health Enrolled Nurse will participate as a member in the following meetings:

- Cabrini Outreach staff meetings
- Specialist Mental Health Service meetings
- Relevant external committees as a representative of Cabrini
- As directed by the Team Leader or General Manager.

Staff Development

The Mental Health Enrolled Nurse will demonstrate a commitment to personal and professional development of self and staff by:

- Participating in professional development programs and supervision
- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resource practices
- Contributing to the Cabrini professional development program as required
- Participating in performance reviews in accordance with Cabrini policy

Key Competencies

The Mental Health Enrolled Nurse must demonstrate the following requirements:

Education/Registration

- Holds a Diploma level education
- Current registration with the Australian Health Practitioners Regulation Agency as an Enrolled Nurse.

Skills/experience

- An understanding of the asylum seeker and refugee experience, or a willingness to learn.

- Comprehensive understanding of contemporary mental health nursing practice.
- Demonstrated psychosocial support casework skills, especially in a cross-cultural setting.
- Demonstrated ability to work collaboratively with the multidisciplinary team.
- Demonstrated ability to educate clients, family and staff.
- Ability to work autonomously, and as a member of a team.
- Sound planning, time management, organisational and multi-tasking skills.
- Demonstrated excellent interpersonal, communication and written skills.
- Experience and/or willingness to use interpreters.
- Ability to manage complex and sensitive issues, maintaining privacy in a complex environment.
- Ability to effectively liaise, refer and negotiate services with relevant agencies.
- Demonstrated experience and skills in IT, administration, database management and other relevant software and client management systems.

Personal Values

- Personal alignment with Cabrini’s Mission and Values
- High degree of flexibility and adaptability
- Commitment to the plight of people seeking asylum and refugees in Australia

Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement.

Cabrini Mission, Values and Behaviours that Matter

Our mission

WHO WE ARE

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

WHAT WE BELIEVE

We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

WHAT WE DO

We provide excellence in all of our services and work to identify and meet unmet need.

Our values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini’s life and reflect her heart, her spirit, her conviction and her approach.

Compassion

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God’s love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us
- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

Integrity

We believe in the power of hope to transform people’s lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God’s all-inclusive love
- We look for the good in each other and recognise each person’s contribution as we work together to provide the best possible experience for our patients, residents and their families

- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

Courage

We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically and emotionally – creating an environment of hope and healing
- We rise up to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

Respect

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability and social position and treat them with courtesy, respect, equality and justice
- We respect ourselves, our colleagues and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

Behaviours that matter

Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers and accredited staff). They describe the organisational culture that we think is fundamental to our mission to “provide excellence in all of our services”.

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

We are committed to safety and quality:

Behaviours that matter	Unacceptable behaviours
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change
We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour

We are here to provide service:

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive

We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic
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We work together to achieve the best outcome:

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required
We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

We exhibit a positive attitude:

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty or have offensive personal odour

We want to build a just and sustainable community:

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

APPROVAL

The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.

I certify that this position description is an accurate description of the responsibilities assigned to the role

Authorised: 

Chief of Mental Health and Cabrini Outreach

Date 31/07/2024