

POSITION DESCRIPTION

NSLHD - Clinical Nurse Consultant for Child and Youth Mental Health Services (CYMHS) Youth Response Team (After Hours)



Organisation	NSW Health
Local Health District / Agency	Northern Sydney Local Health District
Position Classification	Clinical Nurse Consultant Gde 1
State Award	Public Health System Nurses & Midwives (State) Award
Category	Nursing & Midwifery Clinical Nurse Consultant
Website	www.nslhd.health.nsw.gov.au/

PRIMARY PURPOSE

Who we are: We are a health service that touches thousands of lives across the Northern Sydney Local Health District, together as a team of like-minded people. We are passionate, driven and have the skills and knowledge to care for our patients whilst creating the best services possible. Our teams have meaningful, interesting and rewarding work everyday. We challenge and nurture each other, sharing our knowledge and experience so that we can deliver better care for everyone. There's a real sense of belonging here because we value and respect our patients, employees, and teams' voices. You'll feel a real privilege being a trusted caregiver in our patients, their families, their carers, and our communities' lives.

MHDA Declaration

Each person's unique journey of recovery will be supported by mental health drug and alcohol services in a way that fosters hope, purpose and resilience.

MHDA Statement of Intention

The intention of the NSLHD MHDA is to provide recovery-oriented, trauma informed services that are guided by evidence based practices and collaboration.

The Youth Response Time (YRT) Clinical Nurse Consultant (CNC) provides specialist Mental Health consultation to children and young people who present to the Youth Response Team/Safe Haven. The role will participate in the YRT/Safe Haven roster and undertake clinical duties as delegated by the Clinical Lead or Service Manager.

The YRT/Safe Haven CNC is an expert in the field of Child and Youth Mental Health nursing who will provide leadership, advice and recommendations on the mental health nursing care provided to children and young people. The CNC consults on matters relating to the safe and appropriate use of nursing practices for this client group within the wider hospital context.

The position will primarily be rostered to cover evening shifts to ensure after-hours provision of specialist CYMHS assessment, formulation and care planning to facilitate efficient patient flow processes for young people who

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present to YRT/Safe Haven. Currently services are provided from sites at North Ryde, Mona Vale and Brookvale. Some day-time shifts will be incorporated into the roster to facilitate professional development and team planning activities.

The YRT CNC will ensure that family-focused care is provided which will involve collaborative care planning with children / young people and their wider family or support network as appropriate. The CNC will assist to co-ordinate liaison with parents, carers, other public or private health practitioners, school counsellors, non-governmental organisations and other relevant services involved in the child or young person's care.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course (2 doses) of a Therapeutic Goods Administration (TGA) approved or recognised COVID-19 vaccine (except for the Janssen COVID-19 vaccine which is approved by the TGA as a single dose primary course). New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an Australian Immunisation Register (AIR) Immunisation History Statement certifying the worker cannot have any approved COVID-19 vaccines available in NSW. A NSW Health agency may require further information about the medical contraindication (including but not limited to an Immunisation Medical Exemption form - IM011 form).

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

As a leader you are expected to support the organisation achieve the aims of the safety management system, to establish and maintain a positive health and safety culture in the workplace and to consult with workers and others when making decisions that may impact upon the health, safety and welfare of those in the workplace.

NSLHD supports [diversity and inclusion](#) and these principles should be applied when interacting with our patients and work colleagues.

KEY ACCOUNTABILITIES

The Child and Youth Mental Health Service YRT/Safe Haven CNC is an expert in the field of Child and Youth Mental Health nursing who will provide direct clinical care, leadership and consultancy on all aspects of the mental health nursing care provided to children and young people in accordance with the following domains:

Clinical Service & Consultancy: Provide expert consumer-centred consultancy and assessment to children and

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young people referred to YRT/Safe Haven. Formulate and implement evidence based, best practice, recovery focused treatment plans in consultation with the youth response team staff, team leader and others as appropriate. Provide education and guidance on complex clinical CYMHS/YRT/Safe Haven issues. Identify and adopt innovative clinical practice models, assist in the design and conduct of quality improvement initiatives.

Clinical Leadership: Act as a role model and expert clinician in child and youth mental health nursing. Contribute to the development and management of clinical processes to enhance child and youth mental health nursing care provision. Provide leadership in the ongoing review of clinical practice related to child and youth mental health within the local facility and Local Health District.

Research: Incorporate contemporary nursing care practices utilising an evidence-based approach, which encourages creativity, critical thinking and effective practice. Initiate, conduct and disseminate the findings of locally based research in child and youth mental health. Actively participate in and collaborate on research and quality improvement projects pertaining to CYMHS.

Education: Contribute to the development and delivery of child and youth mental health related education programs. Identify clinical education needs and collaborate with others in the development and delivery of formal and informal education programs to improve knowledge and clinical capacity to deliver high quality care to CYMHS consumers across a range of settings

Clinical Services Planning & Management: Participate in the strategic and operational planning for the child and youth mental health nursing care within the youth response team/Safe Haven. Deliver a specialist CYMHS consultancy service to the wider community ie school counsellors, teachers etc

General Responsibilities: Adhere to all NSW Health and NSLHD Policies and Procedures. Take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing. Complete in a timely manner all service reporting requirements including clinical documentation, activity reporting and clinical outcome measures. Participate in an annual performance development review. Actively participate in service development, team meetings and clinical reviews. Provide and receive regular clinical supervision and participate in the mentoring of students.

KEY CHALLENGES

- Development of nursing skills to ensure high quality, best practice, research based service delivery.
- Managing a varied workload with competing demands and priorities.
- The development of collaborative working partnerships both within YRT, Safe Haven, ED and inpatient settings to establish safe, prompt, best practice, evidence based mental health interventions for children and young people within a fast paced, high pressure environment.

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KEY RELATIONSHIPS

Who	Why
YRT/Safe Haven Service Manager, CYMHS Executive on-call CYMHS Staff Specialist on-call	To report on and consult regarding any clinical or professional issues.
All of CYMHS services	Communication and care co-ordination purposes, to provide a high quality service.
Consumer, carers, GP's, schools / school counsellors, public and private health providers and other Non-Government Organisations	Collaborative Partnership to share information, enhance consumer care and provide a high quality service.
DCJ	Child wellbeing and child protection

SELECTION CRITERIA

1. Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.
2. A Registered Nurse who has post graduate experience. In addition the applicant must have an approved post graduate qualification and substantial relevant experience to the child and youth mental health speciality.
3. Demonstrated ability to initiate and lead evidence based nursing practice in the assessment, care planning and care delivery to children and young people with complex mental health issues. Ability to provide expert clinical consultancy, networking and communicating across a range of key internal and external stakeholders.
4. Excellent written and verbal communication and interpersonal skills, including the ability to work effectively with a range of children and young people aged from 12-18 years people and their parents/ carers, including those from culturally and linguistically diverse backgrounds.
5. Demonstrated ability to work effectively both as a member of a multidisciplinary team and independently.
6. Demonstrated computer skills with experience using MS Office programs and electronic filing systems.
7. Demonstrated commitment to strength based practice and recovery focused care as well as consumer and carer participation and consultation.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
	Display Resilience and Courage	Adept
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity and Inclusion	Intermediate
	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Manage Self	Adept	<ul style="list-style-type: none">• Look for and take advantage of opportunities to learn new skills and develop strengths• Show commitment to achieving challenging goals• Examine and reflect on own performance• Seek and respond positively to constructive feedback and guidance• Demonstrate a high level of personal motivation• Keep up to date with relevant contemporary knowledge and practices
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none">• Tailor communication to diverse audiences• Clearly explain complex concepts and arguments to individuals and groups• Create opportunities for others to be heard, listen attentively and encourage them to express their views• Share information across teams and units to enable informed decision making• Write fluently in plain English and in a range of styles and formats• Use contemporary communication channels to share information, engage and interact with diverse audiences
Results Think and Solve Problems	Adept	<ul style="list-style-type: none">• Research and apply critical thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence• Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience• Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience• Seek contributions and ideas from people with diverse backgrounds and experience• Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness• Identify and share business process improvements to enhance effectiveness

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Job Demands for: NSLHD - Clinical Nurse Consultant for Child and Youth Mental Health Services (CYMHS) Youth Response Team (After Hours)

Physical Demands	
<p>Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous materials</p> <p>Infrequent</p>	<p>Sitting - remaining in a seated position to perform tasks</p> <p>Frequent</p>
<p>Standing - remaining standing without moving about to perform tasks</p> <p>Occasional</p>	<p>Walking - floor type: even/uneven/slippy, indoors/outdoors, slopes</p> <p>Occasional</p>
<p>Running - floor type: even/uneven/slippy, indoors/outdoors, slopes</p> <p>Infrequent</p>	<p>Bend/Lean Forward from Waist - forward bending from the waist to perform tasks</p> <p>Infrequent</p>
<p>Trunk Twisting - turning from the waist while sitting or standing to perform tasks</p> <p>Infrequent</p>	<p>Kneeling - remaining in a kneeling posture to perform tasks</p> <p>Not Applicable</p>
<p>Squatting/Crouching - adopting a squatting or</p>	<p>Leg/Foot Movement - use of leg and/or foot to</p>

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<p>crouching posture to perform tasks</p> <p>Infrequent</p>	<p>operate machinery</p> <p>Not Applicable</p>
<p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Infrequent</p>	<p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Infrequent</p>
<p>Lifting/Carrying - moderate lifting and carrying (10 to 15 kg)</p> <p>Not Applicable</p>	<p>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p> <p>Not Applicable</p>
<p>Reaching - arms fully extended forward or raised above shoulder</p> <p>Infrequent</p>	<p>Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body</p> <p>Infrequent</p>
<p>Head/Neck Postures - holding head in a position other than neutral (facing forward)</p> <p>Not Applicable</p>	<p>Hand and Arm Movements - repetitive movements of hands and arms</p> <p>Infrequent</p>
<p>Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands</p>	<p>Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work</p>

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Infrequent	Not Applicable
Driving - Operating any motor powered vehicle	
Not Applicable	

Sensory Demands	
<p>Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens)</p> <p>Frequent</p>	<p>Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries)</p> <p>Constant</p>
<p>Smell - use of smell is an integral part of work performance (e.g. working with chemicals)</p> <p>Not Applicable</p>	<p>Taste - use of taste is an integral part of work performance (e.g. food preparation)</p> <p>Not Applicable</p>
<p>Touch - use of touch is an integral part of work performance</p> <p>Infrequent</p>	

Psychosocial Demands	
Distressed People - e.g. emergency or grief	Aggressive and Uncooperative People - e.g.

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situations	drug/alcohol, dementia, mental illness
Occasional	Occasional
Unpredictable People - e.g. dementia, mental illness, head injuries	Restraining - involvement in physical containment of patients/clients
Frequent	Infrequent
Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies	
Occasional	

Environmental Demands	
Dust - exposure to atmospheric dust	Gases - working with explosive or flammable gases requiring precautionary measures
Not Applicable	Not Applicable
Fumes - exposure to noxious or toxic fumes	Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE
Not Applicable	Not Applicable
Hazardous Substances - e.g. dry chemicals, glues	Noise - environmental/background noise necessitates people raise their voice to be heard

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Not Applicable	Not Applicable
<p>Inadequate Lighting - risk of trips, falls or eyestrain</p> <p>Not Applicable</p>	<p>Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight</p> <p>Not Applicable</p>
<p>Extreme Temperatures - environmental temperatures are less than 15°C or more than 35°C</p> <p>Not Applicable</p>	<p>Confined Spaces - areas where only one egress (escape route) exists</p> <p>Not Applicable</p>
<p>Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground</p> <p>Infrequent</p>	<p>Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls</p> <p>Infrequent</p>
<p>Working At Heights - ladders/stepladders/scaffolding are required to perform tasks</p> <p>Not Applicable</p>	<p>Biological Hazards - exposure to body fluids, bacteria, infectious diseases</p> <p>Occasional</p>