



JOB DESCRIPTION

Key Position Information			Date Reviewed: May 2019
Title	Low Medical Withdrawal Mental Health Registered Nurse	Department - Location	Operations South West Low-Medical Withdrawal Unit (SWLMWU) - Nannup
Reports to	Practice Lead – Richmond Wellbeing (formal line management and clinical supervision) Manager, South West Therapeutic Community and Low-Medical Withdrawal Unit – Cyrenian House (practical day- to-day site-specific operations)	Award	Individual Employment Contract (or as updated)
Level/Salary	Level 13.2 9.5%	Basis of Employment	Full-time or Part-time

Role Purpose

To provide services in accordance with the service model for the South West Low Medical Withdrawal Unit (SWLMWU), and associated program guidelines. The service is a collaboration between Richmond Wellbeing and Cyrenian House, with Cyrenian House as the lead and Richmond Wellbeing the key partner in the SWLMWU.

Low Medical Withdrawal program guidelines, in partnership with Cyrenian House. This role works in a 3 bed Mental Health and Drug and Alcohol low medical withdrawal unit at Nannup, working alongside General Practitioners and other specialists to provide a comprehensive low-medical withdrawal service, and link patients with community service organisations, providing a stepped care service, responding to complex needs.

The position is employed by Richmond Wellbeing and formal line management is via the Richmond Wellbeing structure. However, because the service is led and primarily operated by Cyrenian House the nurse will report to and take direction on practical (non-clinical) day to day operational matters from the Cyrenian House Southwest Low-Medical Withdrawal Unit and Therapeutic Community Manager.

The duties may vary in line with operational and business requirements.

Richmond Wellbeing Vision, Purpose and Values

Our Vision: A community where people are able to recover and live a valued and fulfilling life.

Our Purpose: We work alongside people, employing leading practice, to support recovery and wellbeing.

Hope We believe that people can and do recover from mental illness, and we strive to promote hope,	Inclusion We embrace diversity, respect and value people's differences, and consistently seek to support people to realise their full potential as	Service Excellence We consistently aspire to exceed customer expectations, pursue opportunities for continuous improvement and quality, and take a proactive	Compassion We work in a person-centered way, demonstrating empathy, authenticity, honesty, integrity and human
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control, choice and opportunity.	connected and contributing members in the community.	approach to seeking, identifying and leveraging current and future opportunities.	kindness in all our relationships with, families, individuals, colleagues and the community.
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Statement of Diversity

The staff at RW are committed to creating a safe and comfortable environment for all staff and consumers. To view our diversity statement in full please visit the Richmond Wellbeing intranet.

<https://www.rw.org.au/diversity-statement>

Key Result Area	Key Accountabilities and Responsibilities	Key Performance Indicators
Richmond Wellbeing Values	<ul style="list-style-type: none"> Acts consistently in accordance with the RW Values and Key Principles – challenges practice inconsistent with these values and uses values as a basis for managing relationships and decision making. Actively engage in self-reflection and develop own practice. 	<ul style="list-style-type: none"> Reflect RW values in daily interactions and within scope of role. Demonstrate this in supervision and Critical reflection groups.
Service Requirements	<ul style="list-style-type: none"> Provides nursing care and supervision to residents of the South West Low-Medical Withdrawal Unit, in collaboration to other care/support staff employed by Cyrenian House. Medication management and administration. Specifically related to low medical withdrawal management. Establish and develop a therapeutic relationship with the patient. Work with GPs and other specialists to help ensure appropriate coordination of care, including the prescribing and administration of medication required to manage symptoms during low-medical withdrawal. Complete assessments including K10+PWI, CANSAS P and relevant alcohol and other drug assessment tools). Undertake practice in accordance with MH/AOD clinical protocols in the unit. Refer to external services or community groups as appropriate. Promote social inclusion and community participation. Provide psychosocial interventions as required in collaboration with Cyrenian House staff. Link with physical health and wellbeing services. Works in accordance with the recovery framework principles. Maintains clinical documentation on matters relating to client cases. 	<ul style="list-style-type: none"> Recording patient outcome measures. Increased network of supports and services for patients.
Employee Contribution	<ul style="list-style-type: none"> Positive and constructive work environment is promoted where employees are valued. Employees adhere to the RW Code of Conduct and Ethics and Policy and Procedures. Adhere to Cyrenian House governed site-specific policies and procedures. Attends Core Training and maintains all compliance requirements relevant to their role and employment with RW 	<ul style="list-style-type: none"> Show respect and helpfulness in all interactions. Read, understand and seek clarification of Policy and procedure documents. Enroll in and complete required

	<ul style="list-style-type: none"> To carry out other duties which may be required, requested or directed and which are within the person's capability and training to perform. 	<p>Core Training within required time frame.</p> <ul style="list-style-type: none"> Duties are completed to expected standard as outlined by manager.
Occupational Safety and Health	<ul style="list-style-type: none"> Promote a safe and healthy working environment that complies with OSH requirements. Take a shared responsibility to ensure the safety and well-being on self and others. Utilise all protective equipment provided and as instructed. Work in a safe manner while exercising due care and caution. 	<ul style="list-style-type: none"> A "Safe work" culture operates within Richmond Wellbeing Documentation is maintained as per the Policies and Procedures and is accurate, legible and concise.

Employee Requirements	
Skills	<ul style="list-style-type: none"> Comprehensive understanding of supporting individuals living with mental distress and Alcohol and drug related disorders. General assessment skills and ability to develop and review care plans, based on assessed need. Able to work autonomously, in partnership with General Practice and other specialists when working with Mental Health and Alcohol and Drugs. Applying recovery principles when supporting patients. Upskilling other service providers. Ability to coordinate care of patients and link them with other service providers.
Knowledge and Qualifications	<ul style="list-style-type: none"> Relevant Tertiary qualification, Registered APHRA with Nursing and Midwifery Board of Australia. Other mental health specific qualifications relevant to the role. Knowledge of alcohol and other drug withdrawal syndromes, and the treatment and care of people suffering from these conditions.
Attitude	<ul style="list-style-type: none"> Positive attitude towards people experiencing mental distress. The ability to live RW values in all workplace tasks and interactions. Pro-active individual who is enthusiastic and committed to upholding RW values and principles.
Experience	<ul style="list-style-type: none"> Working with marginalised and disadvantaged groups, including Aboriginal, CaLD and LGBTI. Providing mental health services to individuals living with multiple complex unmet needs. Working in a family inclusive manner.