

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)



Organisation	NSW Health
Local Health District / Agency	Northern Sydney Local Health District
Position Classification	Clinical Nurse Consultant Gde 2, Occupational Therapist Lvl 4, Snr Psychologist, Social Worker Lvl 4
State Award	Health and Community Employees Psychologists (State) Award NSW Health Service Health Professionals (State) Award Public Health System Nurses & Midwives (State) Award
Category	Mental Health, Drug & Alcohol Mental Health Clinician
Website	www.nslhd.health.nsw.gov.au/

PRIMARY PURPOSE

The vision for Northern Sydney Local Health District (NSLHD) is **'exceptional people, healthier 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 PACER Mental Health Clinician is based within respective Police Stations and will provide a highly mobile, recovery orientated clinical advice, consultancy and support to NSW Police assessing and care planning for mental health related cases in the community.

The PACER clinician will respond to mental health related incidents requested by an operational police unit and provide high quality community or telephone mental health assessment, intervention and undertakes triage, primary client assessment and advice on de-escalation strategies, mental health referral and transport options, management of complex mental health emergencies and crises at an advanced level in consultation with the Acute Care team and duty or on call consultant and other service providers as needed.

The position requires extensive knowledge of mental health disorders and demonstrated clinical practice to provide support, treatment, coordination and education to emergency services who work with consumers with complex mental

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

and physical health needs. The successful applicant will be adaptive, flexible and collaborative providing individual assessment as required by police.

NSLHD/PACER are expected to act as an appropriate and effective role model and promote culture and supporting practices that reflect the NSW Health CORE values of Collaboration, Openness, Respect and Empowerment through demonstrated behaviours and interactions with patients, clients and employees.

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

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

- Provide a timely response to police to assess consumers with acute mental health symptoms within the local community. Provide a comprehensive assessment, brief interventions, a management plan and referral when indicated.
- Facilitate the continuity of care and coordination of care for clients with mental illness or mental disorder through prompt referral to identified agency facilitating referrals directly to ACT's and Child & Youth Services locally for review
- Act as a resource person providing consultation and or assessment for police area command and emergency services on mental health and drug and alcohol treatment issues. Provide and ensure advocacy through liaison and consultation with the client, client's relatives, general practitioners, service providers, community agencies, emergency department staff and other mental health services.
- Effectively identify consumer's mental health needs, strengths and aspirations within the recovery framework - work collaboratively with families and natural supports, effectively providing information, education and skills training as appropriate.
- Execute effective planning with consumers, their families and natural supports that assist the consumer stay out of hospital. Deliver and review individual management plans according to service guidelines.
- Work within and contribute to the Community Acute Care multidisciplinary team process via the clinical team structure facilitating referral to Mental Health Services and the collection of data and outcomes measures to support evidence base.
- Demonstrate competency through MHA accreditation in understanding and working with legal issues and the Mental Health Act 2007. At all times works legally and ethically within the confines of this legislation. At all times work in accordance to the NSW Health Code of Ethics and relevant professional Codes of Ethics. Support and practice within the guidelines of local Memorandums of Understanding and Joint Service Agreements.
- Participate in education and training of local organisations working with people with a mental illness. Competently use mandatory outcome measurement tools and collect and report on statistical information as required. Participate in the establishment, development, support and maintenance of links and partnerships between the mental health service, other government and health services, NGOs and the community sector.

KEY CHALLENGES

- The ability to work across multiple agencies, primary healthcare and specialist services, provide outreach when needed.
- To work independently in the community with limited support. Utilising available resources to meet competing consumer needs and expectations and dealing with high volume workloads while at the same time managing to achieve positive outcomes
- Collaborative high quality assessments and care planning with consumers and carers. Effective contribution to multidisciplinary team decision. Make decisions in relation to the day-to-day clinical care of consumers within scope of practice. Escalate issues outside of policies and procedures and complex or unusual care requirements to Acute Care Team Leader.

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

KEY RELATIONSHIPS

Who	Why
Acute Care Teams	Facilitate the transfer of Mental Health Care
CYMHS	Ensure a seamless referral to Mental health Services
Emergency Departments	To reduce Presentations Provide clear pathways for ED presentations

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. Relevant tertiary qualifications and experience as per clinical discipline. Clinical Nurse Consultant or Senior Psychologist or Occupational Therapist with full AHPRA registration or Social Worker eligible for membership of AASW with demonstrated expertise in the area of Mental Health. Social Workers and Occupational Therapists will need minimum experience as a Level 2. Clinical Nurse Consultant requires minimum five years full time post graduate experience with 3 years full time equivalent in Mental Health. In addition must have an approved post graduate qualification (minimum Grad Diploma/Certificate level) or evidence of working towards Masters level qualification. Senior Psychologist with a four year degree in psychology, registered as a Psychologist with the Psychology Board of Australia and a minimum of one year at the 9th year of service on the Psychology salary scale.
3. Experience and demonstrated ability to work collaboratively with Police, Ambulance, Emergency Department staff, GP's, Psychiatrists.
4. Extensive Mental Health experience of assessment, crisis management and effective care planning in complex clinical presentations.
5. Demonstrated comprehensive knowledge in Mental Health Act 2007 mental health adults, children and drug and alcohol issues. Experience of working with families and inter agencies to achieve the best mental health outcomes. Plus demonstrated knowledge of medications and their side effects, and associated physical health concerns.
6. Demonstrated experience in assessment, care planning and coordination with mental health consumers in a community setting within a strengths and recovery oriented framework
7. Evidence of accreditation under the Mental Health Act 2007 or willingness to work towards registration to be an Accredited Person. With a willingness to undertake drug and alcohol, child and youth training and apply to a range of work practices within the community settings.
8. Current NSW unrestricted drivers licence.

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)





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	Intermediate
	Commit to Customer Service	Intermediate
	Work Collaboratively	Foundational
	Influence and Negotiate	Intermediate
	Deliver Results	Intermediate
	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Demonstrate Accountability	Intermediate
	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Foundational

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

Job Demands for: NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

Physical Demands	
Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous materials Infrequent	Sitting - remaining in a seated position to perform tasks Frequent
Standing - remaining standing without moving about to perform tasks Frequent	Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes Frequent
Running - floor type: even/uneven/slippery, indoors/outdoors, slopes Infrequent	Bend/Lean Forward from Waist - forward bending from the waist to perform tasks Infrequent
Trunk Twisting - turning from the waist while sitting or standing to perform tasks Infrequent	Kneeling - remaining in a kneeling posture to perform tasks Occasional
Squatting/Crouching - adopting a squatting or	Leg/Foot Movement - use of leg and/or foot to

POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)



<p>crouching posture to perform tasks</p> <p>Occasional</p>	<p>operate machinery</p> <p>Frequent</p>
<p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Occasional</p>	<p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Occasional</p>
<p>Lifting/Carrying - moderate lifting and carrying (10 to 15 kg)</p> <p>Infrequent</p>	<p>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p> <p>Infrequent</p>
<p>Reaching - arms fully extended forward or raised above shoulder</p> <p>Occasional</p>	<p>Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body</p> <p>Occasional</p>
<p>Head/Neck Postures - holding head in a position other than neutral (facing forward)</p> <p>Infrequent</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>



POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)



Infrequent	Infrequent
Driving - Operating any motor powered vehicle	
Frequent	

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>Frequent</p>
<p>Smell - use of smell is an integral part of work performance (e.g. working with chemicals)</p> <p>Occasional</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>Not Applicable</p>	

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



POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)



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

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



POSITION DESCRIPTION

NSLHD - Police, Ambulance and Clinical Early Response (PACER) Clinician - Mental Health Services (Health Clinician Level 4)

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