

# Chapter 3T

## Specialty Nursing Competencies – Banksia ward



Nursing Competency Workbook, 10<sup>th</sup> Edition

The Royal Children's Hospital (RCH) Nursing Competency Workbook is a dynamic document that will provide you with direction and assist you in your professional development as a nurse working at the RCH. The workbook also provides a record of your orientation and competency obtainment.

#### Chapter 1

- Includes resources for nurses and is complemented by the Royal Children's Hospital (RCH) New Starter Pack, Hospital Orientation and Nursing Orientation day, to provide an introduction to nursing at the RCH

#### Chapter 2

- Generic Nursing Competency Assessment Forms

#### Chapter 3

- Specialty Nursing Competency Assessment Forms

#### Appendix 1

- Unit/Department Nursing Orientation

All chapters and appendices are downloadable as pdfs from the Nursing Education Website.

**The RCH Nursing Competency Workbook** developed by Nursing Education with input from specialist nurses at the RCH.

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# Table of Contents

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CAMHS & Youth MH: Conditions & Assessment	1
CAMHS & Youth MH: Interventions	2
Foundation Skills in Child and Youth Mental Health Services (CYMHS) Inpatient Nursing	3
Health of the Nation Outcome Scales for Children and Adolescent (HoNOSCA)	4
Management of Clinical Aggression (MOCA)	5
Mental Health Pharmacology	6
Mental Health Restrictive Interventions	7
Mental Health Risk Assessment	8
Mental Status Examination	9
Recovery	10
Recovery Based Practice	11
Trauma & Mental Health	12
Victorian Mental Health Act (2014)	13
<b>Competency Feedback &amp; Reflection</b>	<b>14</b>

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# CAMHS & Youth MH: Conditions & Assessment

## Competency Statement:

The nurse is able to identify and manage the mental health and physical conditions that commonly present in child and youth mental health.

## RCH references related to this competency:

Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Nurse is able to understand the general principles for assessing children, youth and families</li><li>2. Nurse is able to outline child youth and family focused assessment tools and approaches commonly used in child and youth mental health services</li><li>3. Nurse is able to describe the commonly presenting mental health conditions for children and young people with reference to transitions that occur throughout childhood and adolescence</li><li>4. Identify resources available to access information regarding mental health conditions and assessment</li><li>5. Complete the Mental Health Professional Online Development (MHPOD) module CAMHS &amp; Youth MH: Conditions &amp; Assessment</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through participation in an assessment for admission and clinical reviews throughout the inpatient stay</li></ol>

I have demonstrated the necessary knowledge, skills, abilities and attributes to be deemed competent in this competency. I acknowledge that ongoing development and maintenance of competency is my responsibility and will be evidenced in my Professional Practice Portfolio.

Please indicate if there is written feedback or reflections related to this competency in the designated section of the workbook

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## CAMHS & Youth MH: Interventions

### Competency Statement:

The nurse is able to identify and provide mental health treatment and interventions that are commonly utilised for children and young people.

### RCH references related to this competency:

Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Nurse is able to describe child, youth and family focused interventions commonly used in child and youth mental health services</li><li>2. Nurse is able to describe the commonly provided treatments and different care approaches for children and young people</li><li>3. Identify resources available to access information regarding treatment and interventions</li><li>4. Complete the Mental Health Professional Online Development (MHPOD) module CAMHS &amp; Youth MH: Interventions</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through participation in the care of a patient throughout the inpatient stay</li></ol>

I have demonstrated the necessary knowledge, skills, abilities and attributes to be deemed competent in this competency. I acknowledge that ongoing development and maintenance of competency is my responsibility and will be evidenced in my Professional Practice Portfolio.

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# Foundation Skills in Child and Youth Mental Health Services (CYMHS) Inpatient Nursing

## Competency Statement:

The nurse has undertaken and completed the Foundation Skills in Child and Youth Mental Health Services (CYMHS) Inpatient Nursing Training.

## RCH references related to this competency:

Training course material - Participant Manual, DVD of seminars X 12, seminar presentation slides/notes and designated pre-requisite readings; Mental Health Professional Online Development (MHPD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the designated pre-requisite readings</li><li>2. Complete the Foundation Skills in Child and Youth Mental Health Services (CYMHS) Inpatient Nursing Training – All 12 components (some components are knowledge and skills)</li><li>3. Complete the reflective journal elements where indicated in the participant manual</li><li>4. Complete the session evaluation/feedback forms</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Complete the Foundation Skills in Child and Youth Mental Health Services (CYMHS) Inpatient Nursing Training – All 12 components (some components include knowledge and skills)</li></ol>

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# Health of the Nation Outcome Scales for Children and Adolescent (HoNOSCA)

## Competency Statement:

The nurse is able to complete the Health of the Nation Outcome Scales for Children and Adolescent (HoNOSCA) and understand the clinical implications related to this outcome measure.

## RCH references related to this competency:

Australian Mental Health Outcomes and Classification Network (AMHOCN) <http://amhocn.org/training-service-development/online-training>; Mental Health Professional Online Development (MHPD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the MHPD on line training module for Outcome Measures</li><li>2. Complete the AMHOCN on line training module for HoNOSCA</li><li>3. Describe the background and rationale for the introduction of the National Outcomes and Casemix Collection (NOCC)</li><li>4. Identify the times during treatment that the HoNOSCA should be completed</li><li>5. Locate and identify RCH MH outcome measurement resources on the mental health department intranet</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through completion of an HoNOSCA as evidenced by date and time of event and signature of Preceptor/Nurse Unit Manager/Psychiatric Nurse Consultant</li></ol>

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## Management of Clinical Aggression (MOCA)

### Competency Statement:

The nurse is able to safely and effectively identify and manage escalating clinical aggression.

**RCH references related to this competency:** RCH Intranet – Emergency Procedures – Code Grey (Unarmed Confrontation)

COMPETENCY ELEMENTS	
<b>K</b>	1. Complete the Code Grey/Management Of Clinical Aggression (MOCA) 1 day training program as scheduled by the Banksia ward Nurse Unit Manager
<b>S</b>	1. Demonstrate competency through participation in a local drill. Drills are held monthly or as clinical scenarios arise 2. Demonstrate competency through participation in a Code Grey incident as evidenced by date and time of event and signature of Preceptor/Nurse Unit Manager/Psychiatric Nurse Consultant <ul style="list-style-type: none"><li>• Date &amp; time:</li><li>• Confirmation Signature:</li></ul>

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# Mental Health Pharmacology

**ALERT:** This competency is required for all nurses who care for a young person receiving or who has received medication

## Competency statement

The nurse has the requisite knowledge to provide supportive care and information to a patient, receiving mental health medications.

## RCH references related to this competency:

Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Identify resources available to access information regarding mental health medications (e.g. MIMS)</li><li>2. Complete the Mental Health Professional Online Development (MHPOD) module Pharmacological Interventions</li><li>3. Discuss side effects of administered antipsychotic medications</li><li>4. Discuss side effects of administered antidepressant medications</li><li>5. Outline the management for potential immediate side effects</li><li>6. Discuss nursing precautions, care and monitoring for a patient receiving mental health medications<ol style="list-style-type: none"><li>a. observations</li><li>b. monitoring of fluid intake</li><li>c. monitoring of fluid/urine output</li><li>d. other medications</li></ol></li><li>7. Identify relevant tests a patient may require whilst receiving mental health medications</li><li>8. Identify medications used in mental health emergency management</li><li>9. Be able to locate mental health emergency management medications</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through facilitating the medication (drug) administration round for Banksia inpatients.</li></ol>

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# Mental Health Restrictive Interventions

**ALERT:** This competency is required for all nurses who care for a patient who requires the intervention/s of Bodily Restraint or seclusion within the Banksia ward

**Competency Statement:**

The nurse is able to safely and effectively manage the bodily restraint or secluding of patients.

**References related to this competency:** RCH Learning Seat: <http://www.learningseat.com/servlet/LoginPage?company=rch>; Victoria's Mental Health Services <http://www.health.vic.gov.au/mentalhealth/index.htm>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Identify resources available to access information regarding mental health</li><li>2. Locate and read the Restrictive interventions in designated mental health services – Chief Psychiatrist's Guideline, Victoria Department of Health 2014</li><li>3. Locate and read the Banksia ward Seclusion procedure</li><li>4. Complete the RCH Learning Hero Restrictive Interventions Questionnaire</li><li>5. Locate, identify and understand the relevant documentation associated with Bodily Restraint or the Seclusion</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate the correct procedure for Bodily Restraint or Seclusion</li></ol>

I have demonstrated the necessary knowledge, skills, abilities and attributes to be deemed competent in this competency. I acknowledge that ongoing development and maintenance of competency is my responsibility and will be evidenced in my Professional Practice Portfolio.

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Mental Health Risk Assessment

## Competency Statement:

The nurse safely and effectively undertakes a Mental Health Risk Assessment

References related to this competency: Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the Mental Health Professional Online Development (MHPOD) module Risk Assessment and Management</li><li>2. Complete the Mental Health Professional Online Development (MHPOD) module Risk and Protective Factors</li><li>3. Locate and identify the relevant 'risk' documentation used on the Banksia ward in EMR</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate the correct procedure for undertaking a comprehensive Risk Assessment including nursing responsibilities and management</li></ol>

I have demonstrated the necessary knowledge, skills, abilities and attributes to be deemed competent in this competency. I acknowledge that ongoing development and maintenance of competency is my responsibility and will be evidenced in my Professional Practice Portfolio.

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Mental Status Examination

## Competency Statement:

The nurse safely and effectively performs the Mental Status Examination

References related to this competency: Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the Mental Health Professional Online Development (MHPOD) module Mental Health Histories and Mental Status Examination</li><li>2. Assess, then identify the correct management of the patient with an altered mental state</li><li>3. Identify relevant documentation in admission and discharge procedures</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate the correct procedure for undertaking a Mental Status Examination</li></ol>

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Recovery

## Competency Statement:

The nurse has a clear understanding of what the different perspectives and meanings of Recovery are for children, young people and their families experiencing mental illness.

**References related to this competency:** A National Framework for Recovery Oriented Mental Health Services: Guide for Practitioners and Providers

[http://www.ahmac.gov.au/cms\\_documents/National%20Mental%20Health%20Recovery%20Framework%202013-Guide-practitioners&providers.PDF](http://www.ahmac.gov.au/cms_documents/National%20Mental%20Health%20Recovery%20Framework%202013-Guide-practitioners&providers.PDF)

Framework for Recovery Oriented Practice (Victorian Department of Health)

[http://docs.health.vic.gov.au/docs/doc/0D4B06DF135B90E0CA2578E900256566/\\$FILE/framework-recovery-oriented-practice.pdf](http://docs.health.vic.gov.au/docs/doc/0D4B06DF135B90E0CA2578E900256566/$FILE/framework-recovery-oriented-practice.pdf)

Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the Mental Health Professional Online Development (MHPOD) module Recovery</li><li>2. Able to define the core concepts of Recovery oriented practice</li><li>3. Identify the concepts and principles that would both support/hinder the processes of the individual patient recovery</li><li>4. Locate and read the A National Framework for Recovery Oriented Mental Health Services: Policy and Theory</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through application of the recovery oriented principles in the care of a patient throughout their inpatient stay</li></ol>

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Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Assessor Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# Recovery Based Practice

**Competency Statement:**

The nurse is able to provide care incorporating the core concepts of Recovery in mental health

**References related to this competency:** A National Framework for Recovery Oriented Mental Health Services: Guide for Practitioners and Providers

[http://www.ahmac.gov.au/cms\\_documents/National%20Mental%20Health%20Recovery%20Framework%202013-Guide-practitioners&providers.PDF](http://www.ahmac.gov.au/cms_documents/National%20Mental%20Health%20Recovery%20Framework%202013-Guide-practitioners&providers.PDF); Framework for Recovery Oriented Practice (Victorian Department of Health)

[http://docs.health.vic.gov.au/docs/doc/OD4B06DF135B90E0CA2578E900256566/\\$FILE/framework-recovery-oriented-practice.pdf](http://docs.health.vic.gov.au/docs/doc/OD4B06DF135B90E0CA2578E900256566/$FILE/framework-recovery-oriented-practice.pdf); Mental Health Professional Online Development (MHPOD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"> <li>1. Complete the Mental Health Professional Online Development (MHPOD) module Recovery Based Practice</li> <li>2. Able to differentiate between the concepts of Recovery Based Practice from rehabilitation and bio-medical approaches</li> <li>3. Locate and read the A National Framework for Recovery Oriented Mental Health Services: Guide for Practitioners and Providers and Framework for Recovery Oriented Practice (Victorian Department of Health)</li> <li>4. Describe different practices that can either enable or disable the personal efforts of recovery</li> </ol>
<b>S</b>	<ol style="list-style-type: none"> <li>1. Demonstrate competency through application of the recovery principles of practice in the care of a patient throughout their inpatient stay</li> </ol>

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Trauma & Mental Health

## Competency Statement:

The nurse is able to provide care incorporating the knowledge of Trauma and its impact on children and young people's mental health.

References related to this competency: Mental Health Professional Online Development (MHPD) <http://www.mhpod.gov.au>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"><li>1. Complete the Mental Health Professional Online Development (MHPD) module Trauma &amp; Mental Health</li><li>2. Able to define the core concepts of the impact of Trauma and the cumulative effects that can arise from traumatic incidents</li><li>3. Able to demonstrate a knowledge of procedures and resources for referral to specialist support services as necessary</li></ol>
<b>S</b>	<ol style="list-style-type: none"><li>1. Demonstrate competency through application of the recovery principles of trauma informed care of a patient throughout their inpatient stay</li></ol>

I have demonstrated the necessary knowledge, skills, abilities and attributes to be deemed competent in this competency. I acknowledge that ongoing development and maintenance of competency is my responsibility and will be evidenced in my Professional Practice Portfolio.

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Assessor Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_



# Victorian Mental Health Act (2014)

**Competency Statement:**

The nurse safely and effectively cares for a patient according to the Victorian Mental Health Act (2014).

References related to this competency: Department of Health Victoria  
<http://www.health.vic.gov.au/mentalhealth/mhact2014/index.htm>; Victorian Mental Health Act 2014  
<http://www.legislation.vic.gov.au>; RCH Learning Seat: <http://www.learningseat.com/servlet/LoginPage?company=rch>

COMPETENCY ELEMENTS	
<b>K</b>	<ol style="list-style-type: none"> <li>1. Complete the RCH Learning HERO Mental Health Act package</li> <li>2. Be able to identify documentation on EMR related to compulsory admissions</li> <li>3. Be able to identify documentation on EMR related to bodily restraint</li> <li>4. Demonstrate an understanding of the process for Mental Health Tribunal Hearings</li> <li>5. Be able to identify documentation related to the Mental Health Tribunal</li> <li>6. Demonstrate an understanding of Section 346-347 of the Victorian Mental Health Act (2014) by stating two examples of when you would apply the principles of the Mental Health Act               <ol style="list-style-type: none"> <li>a. _____</li> <li>b. _____</li> </ol> </li> </ol>
<b>S</b>	<ol style="list-style-type: none"> <li>1. Demonstrate ability to identify and complete Mental Health Act 2014 documentation in EMR.</li> </ol>

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## Competency Feedback & Reflection

This section is used to document constructive feedback relating to specific elements of any competency from assessors, and also provides space to document reflection on your own practice (either in direct relation to the feedback, or separately).

<b>Competency Name:</b>			
<b>Element(s):</b>			
<b>Assessor Feedback:</b>			
<b>Self-Reflection:</b>			
<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

<b>Competency Name:</b>			
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<b>Self-Reflection:</b>			
<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

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<b>Assessor Feedback:</b>			
<b>Self-Reflection:</b>			
<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

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<b>Assessor Feedback:</b>			
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<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

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<b>Assessor Feedback:</b>			
<b>Self-Reflection:</b>			
<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

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<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	

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<b>Assessor</b> [sign and date]		<b>Nurse</b> [sign and date]	