



5. You are on a medication round in a prison when you find yourself being yelled at by a client. Whilst the person is abusive, they are also refusing to take medication. Can you explain what your actions would be in this instance.

	<p>Safety – Self</p> <p>Safety – Environment – ensure med cart can't be stolen</p> <ul style="list-style-type: none"> - other prisoners safe - officers and yourself safe <p>Safety – Client/what is the medication</p> <p>Team approach/discuss/notify/document/review/</p> <p>Communication – de escalation/ ABM</p> <p>Report :</p> <ul style="list-style-type: none"> - senior nurse - doctor <p>Does anyone else need to know external to QH: QCS safety and security</p> <p>Documentation – medical chart</p> <p>Documentation – medication chart</p> <p>Documentation - Handover</p>
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Panel Member Interview Notes – Tips:

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- These notes and subsequent discussion should be used to draft the summary statement on each shortlisted applicant within the selection report.
- The summary statement is a collective statement from all panel members on each applicant.
- As the legislative requirement for recruitment and selection is that the process “is able to be reviewed”, the summary statement (or comparative statement where more than one applicant exists) must succinctly indicate the panel’s assessment of the applicant against the role’s key attributes, and whether the panel considers them meritorious, suitable or not suitable for an order of merit, and on what basis.
- Provided the reader of the summary statement is to be able to clearly differentiate one applicant from the other, and see the logic in the final outcome, this will meet the test of “able to be reviewed”.
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- Do not discard individual panel member’s notes unless you are certain that the final summary statement on each applicant is of a high standard.
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- It is not sufficient for the summary statement to consist of scores alone.
- “Scoring” is not required or recommended. This mathematical approach to recruitment and selection is time consuming and not effective. Consider why you have allocated a certain score, and instead of documenting the number/score, document the rationale for the number/score. If a selection decision is challenged, the panel will be required to explain the scoring anyway – better to document the *rationale* (rather than the number/score) in the first instance while the applicant is still fresh in your mind.

Assessment Sheet

Applicant's Name : **Maree SHERATON**

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Interview Question	Panel Member's Notes on Applicants response
1. Team Work Could you please tell us how you have involved yourself in the promotion and development of a safe and effective and cohesive clinical team that promotes recovery focused treatment for adults with complex and high risk mental health issues? In your answer use examples of how you have achieved this in the past.	BAC - 24yrs. monitor - mental state. environmental needs - collaborative interaction with the team - - repairing breakages, issues - resolve.

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Panel member

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Signature:	



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<p>2. Risk Management and Leadership Working in the area of acute adult mental health you are often faced with challenging situations. The role of the RN requires a leadership role in the identification and management of risks, give us examples of how you have achieved this?</p> <p>Tell us about your recent experience and how you have managed your own positive mental health in this environment.</p>	<p>Assessing deterioration of mental health of clients + staff Inform Dr, team collaboration, clients mental health deterioration, de-escalate. may have to call for assistance. Reporting, implementation - alerting, adjusting their risks</p> <p>- Maintain your own safety - Seek EAS - seek support of others - Dr's advice - Exercise, recreational activities, distractions, pleasurable</p>

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Interview Question	Panel Member's Notes on Applicants response
3. Clinical Skills Working with Adult with complex mental health issues in a locked environment can be challenging. Tell us about your professional assets (skills and qualifications) and experience that would equip you to be an effective part of the treatment team?	11yrs exp in High Secure – 2000 – John Oxley – Daintree, Cordallita – – commenced at the Park in 1988.

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<p>4. Consumer Focussed</p> <p>Contemporary adult mental health services use the term Recovery.</p> <p>What does this term mean to you?</p> <p>How have you framed your clinical interventions to promote this?</p>	<p>Recovery model.</p> <p>Client has more say in where they want to go, their treatment more control - attempt to move away from institutionalisation</p> <ul style="list-style-type: none"> - Encourage, seek out what they like, creative, recreational - Safe environment - identify where they want to leave - job opportunities, empowerment - integrate into the community - How to avoid stigmatised structures - involvement of the client here.

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<p>5.</p> <p>You are on a medication round in a prison when you find yourself being yelled at by a client. Whilst the person is abusive, they are also refusing to take medication.</p> <p>Can you explain what your actions would be in this instance?</p> <p>[PTO]</p>	

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Assessment Sheet

Applicant's Name : **Kimberley SADLER**

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1. Team Work Could you please tell us how you have involved yourself in the promotion and development of a safe and effective and cohesive clinical team that promotes recovery focused treatment for adults with complex and high risk mental health issues? In your answer use examples of how you have achieved this in the past.	<p>AT THE PACC FOR 7yrs Recovery model for adults + adol. - ETL - acting on for 9 mths. start of shift. Set up the day Risk factors jobs to be done. Verbal comm's / two way. planning the day together. socialistic - doesn't like power relationships Most people have the desire to do the right thing</p> <p>negotiation + compromise</p> <p>written comm's - collecting good data in notes for people who aren't at meetings</p> <ul style="list-style-type: none"> - Timely information - plan ahead. - organisational - comm's with clinical team <p>Advocating [safety taking responsibility for the team.</p> <p>Risk Assessments [planning thinking ahead.</p>

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<p>2. Risk Management and Leadership Working in the area of acute adult mental health you are often faced with challenging situations. The role of the RN requires a leadership role in the identification and management of risks, give us examples of how you have achieved this?</p> <p>Tell us about your recent experience and how you have managed your own positive mental health in this environment.</p>	<p>Research + scientific background - safety</p> <p>Do an environmental assessment. - can't make sensible decisions without the data.</p> <p>Thinking ahead - what's in the handover notes</p> <p>Changes of behaviour - safety orientated -</p> <p>Preparation, psychologically being ready - have there been any changes to the risks?</p> <p>- Adverse outcomes < think it thru learn from it - walk around the ward, check everything, what's been moved</p> <p>Variable - less able than she has in the past -</p> <p>- BAC - things out BAC have affected the team.</p> <p>- chronic tiredness with travel - personal circumstances</p> <p>Keeping a positive mental attitude - picks herself up</p> <p>Strategies - live in the environment, challenges her thoughts</p>

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3. Clinical Skills Working with Adult with complex mental health issues in a locked environment can be challenging. Tell us about your professional assets (skills and qualifications) and experience that would equip you to be an effective part of the treatment team?	<p>7yrs @ The Pak. - Rotation into the Sunshine Coast Private Hosp. - Honors in Psychology - Forensic Psychology - part way thru Masters. - Analytical Skills - - Masters in nursing - Workshops / conf / neuro psych - professional development. - studied violent crime - research project with Police Dept. - Research / Project work - quality programs. - Lifeline Counsellor - Crisis line</p>

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<p>4. Consumer Focussed</p> <p>Contemporary adult mental health services use the term Recovery.</p> <p>What does this term mean to you?</p> <p>How have you framed your clinical interventions to promote this?</p>	<p>journey, experience someone has. not about people treating you contributing to society - in a community they choose not in an institution holistic experience. recovery isn't about medical intervention - explore with a consumer - have a good life. Nothing to be ashamed of, giving them some type of identity.</p> <p>core planning Policy / procedures Recovery Plans - goals support Risk assessments open + transparent.</p>

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 NOT SUITED TO OFFENSE
 HEALTH

Rosangela RICHARDSON

Assessment Sheet

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1. Team Work Could you please tell us how you have involved yourself in the promotion and development of a safe and effective and cohesive clinical team that promotes recovery focused treatment for adults with complex and high risk mental health issues? In your answer use examples of how you have achieved this in the past.	Case Coordinator Case Coordinator - Liaise with main stream services like schools, youth groups. - Patient Advocate for the Adol. - Allied Health Liaison. - Focussed on what the patient wants - Listen to other team members, allied health, dieticians etc.

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<p>2. Risk Management and Leadership Working in the area of acute adult mental health you are often faced with challenging situations. The role of the RN requires a leadership role in the identification and management of risks, give us examples of how you have achieved this?</p> <p>Tell us about your recent experience and how you have managed your own positive mental health in this environment.</p>	<p>Assess each Adol after incident, assess tension + stressors in the ward, sense the changes if there are any - very aware of changes, approach the consumer and try to get the information out - offer them medication, quiet area, opportunity to de-escalate themselves, look for unsafe items + remove them.</p> <p>Liaise with CN -</p> <p>Deliberate self harm - stay with them until self harm objects are found, use encouragement, use force when req'd.</p> <p>Talk to other staff, get assistance, try to leave work & work, relax doing things at home</p>

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* Don't keep things in
* talk to Allied Health
proct.

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3. Clinical Skills Working with Adult with complex mental health issues in a locked environment can be challenging. Tell us about your professional assets (skills and qualifications) and experience that would equip you to be an effective part of the treatment team?	<i>Respect them as people/individuals, don't talk down, assertive, explain medication choices, if they refuse explain consequences</i> <i>check with medical team if they are able to leave the unit, make sure there are no other</i> <i>escorted leave-</i>

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Signature:	



5. You are on a medication round in a prison when you find yourself being yelled at by a client. Whilst the person is abusive, they are also refusing to take medication. Can you explain what your actions would be in this instance.

	<p>Safety – Self</p> <p>Safety – Environment – ensure med cart can't be stolen</p> <ul style="list-style-type: none"> - other prisoners safe - officers and yourself safe <p>Safety – Client/what is the medication</p> <p>Team approach/discuss/notify/document/review/</p> <p>Communication – de escalation/ ABM</p> <p>Report :</p> <ul style="list-style-type: none"> - senior nurse - doctor <p>Does anyone else need to know external to QH: QCS safety and security</p> <p>Documentation – medical chart</p> <p>Documentation – medication chart</p> <p>Documentation - Handover</p>
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