



Assessment Sheet

Applicant's Name : Nareesa Clayworth

*use of this form is not mandatory – it's purpose is to simply guide panels on how to assess applicants.

Interview Question	Panel Member's Notes on Applicants response
<p>3. Clinical Skills</p> <p>Working with Adult with complex mental health issues in a locked environment can be challenging.</p> <p>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>	<p>It's to keep occupied - structure & activity. Lodge unit on 1 escalation - contact nurses used C.C role. C.N. - C.N.P. R/AM - C.N.C. Form good partnerships. Service Dent. Resource Mng. Research. Preceptor & clinical sp's.</p>

Does Not Meet (DNM)	Almost Meets (AM)	Meets Requirements (M)	Slightly Above (SA)	Outstanding (O)
Does not meet Key Skill Requirements / fails or minimally satisfies Key Skill Requirements	Almost meets Key Skill Requirements / Partially / marginally meets Key Skill Requirements	Meets Key Skill Requirements	Slightly above Key Skill Requirements / Marginally exceeds / superior satisfaction of Key Skill Requirements	Exceeds Key Skill Requirements
Desired Responses (NB - the "desired responses" a panel indicates hereunder is not meant to be an exhaustive or exclusive list, but is to guide the panel on what they are seeking from an ideal applicant.)				

Panel member

Name:	<u>P. HOWARD</u>	Date:	<u>10/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : Vanessa Clayworth

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Interview Question	Panel Member's Notes on Applicants response
<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>Id. consumer's meaning & family. Goal strength. Future life. Values etc.</p> <p>Id. needs. good support. Rappet building. Partnership - care planning, 1:1 time, screening tools. Meeting 3 family - input.</p>

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Panel member

Name:	<u>P. HOWARD</u>	Date:	<u>14/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : Vanessa Clayworth

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Interview Question	Panel Member's Notes on Applicants response
<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>Assess evl. - ex. 4, staff nearby etc - impact on others De-escalation. then process info, respect, require reasons for refusal. ? ability to make decision.</p>

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Panel member

Name:	<u>P. Howard</u>	Date:	<u>14/1/4</u>
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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Panel Member Interview Notes – Tips:

- The purpose of taking notes when assessing applicants is to assist the panel member in discussing with the other panel members who they believe to be the successful applicant and why.
- 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”.
- Your summary statement must indicate that all available information has been considered (ie. combined information, eg. application, interview & referee report – not just interview alone).
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- It is suggested that panel schedule enough time between interviews to draft the summary statement of each interviewed. If you do this when your whole panel is present, it is easier, quicker, and more valid and reliable than relying on your recall and interview notes several days later.
- It is not sufficient for the summary statement to consist of scores alone.
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Not suitable to take on adult MT, GS.
Wants to work is MT
Not interested in shift work,



Assessment Sheet

Moira McLEOD

MACLEOD

Applicant's Name : _____

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Interview Question	Panel Member's Notes on Applicants response
<p>1. Team Work</p> <p>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?</p> <p>In your answer use examples of how you have achieved this in the past.</p>	<p><i>7 yrs BSW exp. Devoted members, weekly Mt, for and clients. Clear com'n.</i></p>

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Panel member

Name:	<i>Peter HOWARD</i>	Date:	<i>14/1/14.</i>
Signature:	_____		



Assessment Sheet

Applicant's Name : Moira McLeod

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Interview Question	Panel Member's Notes on Applicants response
<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>Risk assessment - ongoing. Strong comm in clients - genuine int, calm, met. Safety v. info. Seek help. Not do it on own. Use de-escalation skills, aware env., knowing pts, therapeutic, be a role model, respect. Offer med'n. Learn from exp'd colleagues. — balance in life. Live life truly. Enthusiastic. Int in pts.</p>

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Panel member

Name:	<u>P. Howard</u>	Date:	<u>14/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : Moira Mackean

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Interview Question	Panel Member's Notes on Applicants response
<p>3. Clinical Skills</p> <p>Working with Adult with complex mental health issues in a locked environment can be challenging.</p> <p>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>	<p>Prof boundaries v. imp. Safety imp. Part of team. Worked 1M4 4/12.</p> <p>Being aware of risks - assess risks as arise. Not making rid decisions → team.</p> <p>Remain calm, follow evad protocols → safety. Good comm skills.</p> <p>Friendly approach. R & respect. Wider holistic business → recovery.</p> <p>Ability to assess mental state - listen rather than advise.</p>

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Panel member

Name:	<u>P. Howland</u>	Date:	<u>14/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : Moira Macdon

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Interview Question	Panel Member's Notes on Applicants response
<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>Function best of ability in scope of illness. Live meaningful, quality of life. Focus on +ve aspects. Dev skills. Encourage. Look after selves. Dev interests. Function as a human – not static.</p>

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Panel member

Name:		Date:	
Signature:			



Assessment Sheet

Applicant's Name : Ms. Fa Mreleas

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Interview Question	Panel Member's Notes on Applicants response
<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>Remain calm. Safety. Attempt de-escalation. Not alone – security. Seek assistance. Reason & direct. Highlight importance of med'n regime. Quickly get assistance if ↑ danger.</p> <p>Right to refuse med. Explain benefits of med'n.</p> <p>Other team member may be able to provide pt to take med.</p>

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Panel member

Name:	<u>P. Hownd</u>	Date:	<u>14/1/14</u>
Signature:			

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Easy to learn.
Challenge - endure
Conceded M.M.H. - could continue at later date.



ent Sheet

 Applicant's Name : **Peta-Louise YORKE**

*use of this form is not r

sess applicants.

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.	<p><i>Case - not coherent & long - dev't template - addressed all areas - recovery transition. Confident in working in adult area. In MS - good coming to handover - of safety concerns. Dev't on day prog - Recov. process. Provided leadership as A/C in case management</i></p>

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Panel member

Name:	<i>P. Howard</i>	Date:	<i>14/1/14</i>
Signature:			



Assessment Sheet

Applicant's Name : P-2 YORKE

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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>Constantly doing M.S assessment. Need to know pt's well. triggers. Obs. reminders. Env. needs to be safe awareness of 'unsafe' things. Career advances to bring things in.</p> <p>debriefing colleagues. Cl. Sup'n., Enr/psp. Leave role at work - go home know limits → seek ass't or delegate. Reflective practice</p>

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Panel member

Name:	<u>P. Howard</u>	Date:	<u>14/11/14</u>
Signature:			



Assessment Sheet

Applicant's Name : P.L. YORKE

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Interview Question	Panel Member's Notes on Applicants response
<p>3. Clinical Skills</p> <p>Working with Adult with complex mental health issues in a locked environment can be challenging.</p> <p>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>	<p>Understanding of diff for pts accessing outside. "Stric crazy". Worked HL & MS. 4/12 8/12</p> <p>Aware of safety self & others. Don't jeopardise by entering rooms.</p> <p>Orientation of staff. Aware of my plans. Staff splitting, rules, procedures.</p> <p>Task completed. Dev skills in ML - CN role. Legalities awareness.</p> <p>De-escalation skill devt - able to contain crisis. Lead staff + prevention, ASB M.</p>

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Panel member

Name:	<u>P. HOWARD</u>	Date:	<u>04/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : P.L. Yorke

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Interview Question	Panel Member's Notes on Applicants response
<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>Consumer to return to community life - live a mental illness. work on deficits. Dev strategies/alternatives. Get to know them, work to them, their strengths idn. - dev a care plan. we work on less strong areas. Engage family to help.</p> <p>Case Reviews 3/12. Good setting. Focus on goals & other skills.</p>

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Panel member

Name:	<u>P. Hawkins</u>	Date:	<u>14/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : P-L YORKE

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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>De-escalate, ? Why refusing. Explain need for med. - ed's. Some validity. Refused/denied it escalated. Benefits of med v not having. Awareness of dangers to others around you. Refused → doc's. + inform Dr.</p>

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Panel member

Name:	<u>P HOWARD</u>	Date:	<u>14/1/14</u>
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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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Prof experience in Adult .11
Not working VED
Not general nursing oriented.
Acute - no experience but values it in prof. dev.
long term → E.D. M.H. liaison role
Happy working at St. Paul.

Assessment Sheet

Rosangela RICHARDSON

Applicant's Name :

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Assessment Sheet

Applicant's Name : R Richardson

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Interview Question	Panel Member's Notes on Applicants response
<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>Handover at shift changeover. Then do ind. assessments. Feel of ward – stressors/tensions. Familiarity to pts. Awareness of slight changes.</p> <p>Approach pt to ask – get into to contribute to care by voices – counselling or mdt in quiet area. Deescalate. Take physical env. Look for unsafe objects. Raise to CN. – suggestions.</p> <p>Dist girls – sit to them until they hand over > safe object. Use of force prn. my change of clothes.</p> <p>Visit to other staff. Use of co-worker to deal to splitting leave work at work. Relax away from work. Don't bottle up concerns.</p>

Does Not Meet (DNM)	Almost Meets (AM)	Meets Requirements (M)	Slightly Above (SA)	Outstanding (O)
Does not meet Key Skill Requirements / fails or minimally satisfies Key Skill Requirements	Almost meets Key Skill Requirements / Partially / marginally meets Key Skill Requirements	Meets Key Skill Requirements	Slightly above Key Skill Requirements / Marginally exceeds / superior satisfaction of Key Skill Requirements	Exceeds Key Skill Requirements

Desired Responses (NB - the "desired responses" a panel indicates hereunder is not meant to be an exhaustive or exclusive list, but is to guide the panel on what they are seeking from an ideal applicant.)

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Panel member

Name:	<u>P. Howard</u>	Date:	<u>14/1/14</u>
Signature:			



Assessment Sheet

Applicant's Name : R. RICHARDSON

*use of this form is not mandatory – it's purpose is to simply guide panels on how to assess applicants.

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?	Respect pt's of people w a mental illness. Don't talk down. Assertive w it refusing → explain consequences. Pt's not allowed out, check if ok to go outside as for cig. provide activities on ward. Offer leaves so they are not locked in at all times. Good at developing rapport

Does Not Meet (DNM)	Almost Meets (AM)	Meets Requirements (M)	Slightly Above (SA)	Outstanding (O)
Does not meet Key Skill Requirements / fails or minimally satisfies Key Skill Requirements	Almost meets Key Skill Requirements / Partially / marginally meets Key Skill Requirements	Meets Key Skill Requirements	Slightly above Key Skill Requirements / Marginally exceeds / superior satisfaction of Key Skill Requirements	Exceeds Key Skill Requirements

Desired Responses (NB - the "desired responses" a panel indicates hereunder is not meant to be an exhaustive or exclusive list, but is to guide the panel on what they are seeking from an ideal applicant.)

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Panel member

Name:	<u>P. Howland</u>	Date:	<u>14/1/14</u>
Signature:			