

Scott Miller  
Clinical Nurse Specialist - Mental Health/TMS  
Sydney TMS  
04/03/2025

To Whom It May Concern,

I am pleased to provide this written reference for Steven Teuma in support of their nursing portfolio. I have had the privilege of working with Steve at Sydney TMS since May 2024. I provided our initial training program to Steve over a number of weeks, and have had frequent contact with Steve both in person and by distance since he completed his training.

Steve has demonstrated a commitment to delivering high-quality, evidence-based care, which is evident in his interactions with clients, colleagues and the multidisciplinary team.

Steve is well versed in building strong therapeutic and professional relationships with clients, families and colleagues. Steve's ability to communicate effectively and advocate for clients reflects not only his clinical ability, but also his passion for nursing, in line with RN standards for practice, standard 2. When seeking help or input from myself or other staff in our team, he is able to provide a clear handover and comprehensive description of a situation.

One of Steve's strengths is his ability to develop and implement plans in the provision of care at Sydney TMS adhering to Registered nurse standard 5. Steve makes an active effort to assess our client's needs and preferences, prioritising care, adapting plans and seeking support when needed. Steve's clinical reasoning skills and attention to detail both contribute to the high quality nursing care he provides. Steve is meticulous in documentation, assessing risk, creating a safe and inclusive environment, and the safe delivery of TMS treatment.

Furthermore, Steve consistently evaluates client outcomes and reflects on his practice for continuous improvement. He is proactive in his self-education and making improvements to our clinical care delivery. Steve demonstrates safe, effective nursing practice within his scope. Steve is responsive to clients needs or preferences, and makes adjustments to his approach and care as needed, reflecting Registered nurse standard 6. Steve also shows a clear understanding of our clinics policies and guidelines, as well as a strong understanding of professional standards, conduct and regulations. Steve actively evaluates outcomes to inform nursing practice clinically through rapport, assessment and quantitative scoring, showing adherence to Registered nurse standard 7.

Throughout our time working together, I have been impressed with Steve's professionalism, work ethic, clinical ability and ability to learn. Steve was new to mental health nursing when he started with us, but has made an exceptional effort to learn and implement mental health nursing interventions to help our clients. Our clients also provide positive feedback on Steve's approach and practice. He has also made an active effort in joining the Australian College of Mental Health Nursing.

Kind regards,

**Scott Miller**, RN, PCMHN, BNursing, GradCertMHN, CertIVLabTech

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Clinical Nurse Specialist in Mental Health/TMS

Sydney TMS

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For my contact information, please contact Steve.

\*Please note this is a personal reference and not on behalf of Sydney TMS