

CLINICAL NURSE SPECIALIST – SOUTH COMMUNITY MENTAL HEALTH TEAM

1. PURPOSE OF POSITION

The Clinical Nurse Specialist (CNS) is responsible for providing specialist assessment and care for clients accessing Community Mental Health Services either via internal or external referral or the Hawera Hospital Emergency Department. This position will sit within and very much be a part of the Multi Disciplinary Team in South. This role will be located on site at Hawera hospital, in the community as required and will also provide cover for other team members as required.

Whilst working in South Community Mental Health Team the CNS will hold clinical portfolios that they will be responsible for. The Clinical Nurse Specialist will also have responsibility for providing clinical leadership, coordinating general education and development needs for nursing and allied staff across Hawera Hospital and the Mental Health and Addictions Service and building relationships with internal and external stakeholders

- Co-existing Problems assessment and-treatment pathway
- Safe practice and effective communication, de-escalation practice and competencies
- Clinical documentation

As part of the role the CNS will assist complete intake assessments for people referred from primary health services and provide a coordination role either into Mental Health Services or to a primary service to ensure the person receives the appropriate intervention required both autonomously and in collaboration with the multi-disciplinary team. CNS consultancy liaison will also be provided across the Hawera hospital & specialist services including liaison with physical health wards for mental health issues and undertaking assessments.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKA	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to: <ul style="list-style-type: none"> • Operational Functions • Clinical and functional relationship 	<ul style="list-style-type: none"> - Clinical Team Leader- South CMHS - Associate Director of Nursing
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Tangata Whaiora/Service Users and their selected Whanau/Family GP Practices Medical Specialists Tui Ora Ltd Pathways Primary Care Providers Other Non Governmental Organisations Other District Health Boards Police and Criminal Justice Services	–Assessment and Brief Care Team Other Clinical Nurse Specialists South Community Mental Health Team Adult Mental Health and Addiction Services (inclusive of Te Puna Waiora) Hawera Emergency Department Hawera Inpatient Ward

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
1. Clinical Nursing Assessment & Care Management Works to promote safe, effective and appropriate assessments & care delivery and is responsive to service user/Tangata Whaiora needs using knowledge and skills gained from professional education and practical experience	<ul style="list-style-type: none"> • Responsible for providing specialist nursing care and expertise through direct care delivery to service users/Tangata Whaiora within the MH Service. • Provides advanced assessment, interventions and clinical decision making in the management of care, especially of service users/Tangata Whaiora with high and complex or co-existing needs. • Provides consultation and mentoring to the South CMH team for case reviews and offering advice. • Role models excellence in clinical practice, service user/Tangata Whaiora management processes and maintenance of therapeutic environment. • Coordinates the development of clinical pathways within MH Services which align with the nursing process and care delivery models. • Develops best practice models through researching,

	<p>evaluating and implementing standards of nursing practice.</p> <ul style="list-style-type: none"> • Provides advice on complex clinical issues. • Support TDHB Smoking cessation programmes and provide advice and support to service users/Tangata Whaiora and their whanau. • Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / service users/Tangata Whaiora, Families/whanau, and the South Community Mental Health Team, demonstrating skilled mentoring / coaching, teaching and supervision. • Acts as a nursing resource providing expert advice and education to nursing staff / health care professionals and the South Community Mental Health MDT in planning, implementing and evaluating care. • Establishes collaborative relationships within and across Hawera Hospital departments to promote patient safety, continuity of care and clinical excellence. • As DAO provides advice and support for any Mental Health Act process occurring within the hospital and specialist services.
<p>2. Clinical and Professional Nursing Leadership Practices nursing to demonstrate professional responsibility</p>	<ul style="list-style-type: none"> • Models a leadership style of consultation, inclusion and healthy dialogue with all staff, encouraging shared decision making and involvement where appropriate. • Provides a senior nursing leadership role as part of best practice initiatives/service development. • Actively promotes nurse’s involvement in best practice initiatives. • Provides input, and actively promote nursing input, into policy and procedure development. • Reviews and develops new policies and procedures as delegated . • Provides clinical nursing leadership in supporting a culture of evaluation and the ongoing quality improvement of nursing practice. • Actively promotes a supportive team environment that encourages multi-disciplinary input with a philosophy of continuous improvement and a service user/TW focused model. • Ensures that data is collected in a timely manner, eg Trendcare, HoNOS, Discharge Codes. • Identifies risks and lead remedial action projects to address issues in a prompt manner. • Fosters implementation of TDHB goals and values. • Actively strives to achieve KPI targets for Community services. • Implements initiatives as directed by the TDHB District Annual Plan, Rising to the Challenge and other strategic

	<p>documents.</p> <ul style="list-style-type: none"> • Actively promotes nurses to work in partnership with service users/TW in carrying out safe, effective nursing assessment, planning, implementation and evaluation for all care. • Role models direct care delivery and support nursing staff in the management of specialty MH practice. • Works in consultation with the multi disciplinary team in the co-ordination of team members provision of continuity of service user/Tangata Whaiora care. • Guides nursing staff to complete accurate, relevant and timely documentation. • Promotes awareness and implementation of appropriate procedures and clinical processes as per all relevant standards and policies. • Collaborates with nurse educators and South Team Leader to identify staff training needs and to develop an education plan to address those needs. • Participates in the development and evaluation of clinical practice guidelines.
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Organisational Accountabilities	Expected Outcome for all employees
Health Equity	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided

Organisational Accountabilities	Expected Outcome for all employees
	by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided • Contributes to hazard identification and management process • Reports accurately near misses/incidents/accidents in a timely manner • Participates in health and safety matters
Personal Development	<ul style="list-style-type: none"> • Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is reviewed. • Committed to the development of own skills and knowledge • Undertake regular professional supervision • Negotiate with South Team Leader to attend appropriate workshop/conferences • Ongoing training and development needs are regularly identified • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge. • Undertakes self directed learning as appropriate as a range of forums/meetings to ensure broad sector knowledge is developed and maintained • Achieves and then maintains clinical practice (at least) at Competent level of the Nursing Professional Development and Recognition Programme (PDRP)

6. VARIATION TO DUTIES

Duties, responsibilities and functional relationships described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **Mental Health Acute Services** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</p>
<p>Innovation/Initiative</p> <p>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</p>
<p>Resilience/Flexibility</p> <p>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.</p>
<p>Cultural Safety</p> <p>Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.</p>
<p>Teamwork</p> <p>Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success</p>

8. EDUCATION

Bachelor of Nursing or equivalent qualification
Registered Nurse with current practicing certificate with the Nursing Council of NZ
Relevant post-graduate qualification with evidence of ongoing tertiary study in the area of mental health and addictions

9. SKILLS

Computer literate
Proficient knowledge of Outlook, MS work, Power point, IBA WebPas & MH Smart IT Systems
Current NZ Drivers licence
Excellent time management, clinical triaging and negotiating skills
Ability to work autonomously
Clinical role modelling, with high degree of maturity, stability and self confidence
A commitment to quality and excellence, with proven ability to contribute to process improvement
Ability to support and implement change
Adult teaching capabilities and well developed presentation skills/techniques

10. EXPERIENCE

Preferably have 5 years Mental Health and Addictions Nursing experience
Experience of working in the community
Advanced risk and MSE assessment skills demonstrable across various settings
Understands the service user / care recipient journey across multiple health care providers, with the ability to smooth communications and access to services
Proficiency utilising a varied knowledge base of talking therapy techniques such as Motivational Interviewing, CBT and DBT techniques and mindfulness knowledge
Excellent understanding of Mental Health (Compulsory Assessment & Treatment) Act (1992) and it's application

Seven Real Skills for Mental Health workers

Working with service users

Every person working in a mental health and addiction treatment service uses strategies to engage meaningfully and work in partnership with service users, and focuses on service users' strengths to support recovery.

Working with Māori

Every person working in a mental health and addiction treatment service contributes to whānau ora for Māori.

Working with families/whānau

Every person working in a mental health and addiction treatment service encourages and supports families/whānau to participate in the recovery of service users and ensures that families/whānau, including the children of service users, have access to information, education and support.

Working within communities

Every person working in a mental health and addiction treatment service recognises that service users and their families/whānau are part of a wider community.

Challenging stigma and discrimination

Every person working in a mental health and addiction treatment service uses strategies to challenge stigma and discrimination, and provides and promotes a valued place for service users.

Law, policy and practice

Every person working in a mental health and addiction treatment service implements legislation, regulations, standards, codes and policies relevant to their role in a way that supports service users and their families/whānau.

Professional and personal development

Every person working in a mental health and addiction treatment service actively reflects on their work and practice and works in ways that enhance the team to support the recovery of service users