

REGISTERED NURSE, COMMUNITY MENTAL HEALTH – NORTH TARANAKI

1. PURPOSE OF POSITION

This position is responsible for providing a Mental Health & Addictions Nursing service to Service Users/ Tangata Whaiora in the adult Community Mental Health and Addictions service.

Although the Registered Nurse has key accountabilities to a designated team, they will respond to referrals across all areas of the mental health and addictions sector. The teams are designated by geographical area and specialty. These are East, West, South, Peri Natal and Child and Adolescent Mental Health Services. We also have close links with Alcohol and Other Drug services and wider NGO sector.

With keyworker responsibilities, the Registered Nurse is expected to follow the nursing process to identify the Service Users/ Tangata Whaiora mental health issues from a nursing perspective and provide appropriate intervention, recommendations and referral to other agencies, as required.

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 MOTUHAKE	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:	Community Mental Health North Team Leader
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Consumer & Family Advisory Groups GP's & Primary Care Providers NGOs Tui Ora Ltd Police District Inspector Waikato Court Liaison	CMH&A Manager Clinical Services Manager MH & A Clinical Director & Psychiatrists Consumer Advisor AoD Family Advisor Associate Director of Nursing MH&A Business Analyst Outcomes Coordinator Adult Mental Health Inpatient Unit Community MH Teams Admin Team Alcohol & Other Drug Service CAMHS MH & A Professional Advisors Community Mental Health Mental Health Acute Services

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
1. Undertakes a key worker role for identified clients within the Multidisciplinary Team.	<ul style="list-style-type: none"> • Work in accordance with the TDHB Mental Health & Addictions key worker policy to provide comprehensive assessment and treatment interventions for identified clients within an MDT framework. • Provide a specialist nursing perspective for Tangata Whaiora / Service Users and their support network regarding their mental disorder. • Assess and monitor the Tangata Whaiora / Service Users level of wellness and response to medication including the management of possible side effects. • Assess, monitor and deliver specialist interventions regarding mental state and risk management. • Facilitates access to community resources to widen Tangata Whaiora / Service User choice.
2. Multidisciplinary Team Responsibilities: Demonstrates commitment to building co-operative relationships within one's team to enhance overall team performance, providing specialist nursing perspective for multidisciplinary decision making.	<ul style="list-style-type: none"> • Active participation within the multidisciplinary team. • Provide specialist knowledge and skills to the multidisciplinary team on matters relating to nursing practice and ethics. • Communicate and consult with MDT to ensure appropriate client treatment is available, planned, initiated and evaluated. • Tangata Whaiora / Service user co- working with other multidisciplinary team members.

<p>3. Works effectively with Service users/Tangata Whaiora, family/whanau and other involved parties within the organisation and community to maintain effective therapeutic and working relationships</p>	<ul style="list-style-type: none"> • Mental Health Nursing interventions are client and family/whanau centred. • Services are provided that respect the Service Users/ Tangata Whaiora’s cultural beliefs, attitudes and practices. • Liaison and communication occurs with other health professionals and relevant services and community agencies. • The multi disciplinary team concept is utilised to ensure effective management of the Service Users/ Tangata Whaiora treatment issues. • Contribution is made to the development of Mental Health Nursing and Mental Health and Addiction services by identifying quality improvements and assisting with the implementation of service changes. • Statistics are recorded as per service procedure • Mental Health Nursing is promoted within the Mental Health and Addictions service, Taranaki District Health Board and the wider community.
<p>4. Acts in compliance with ethical, legal, professional and safety requirements</p>	<ul style="list-style-type: none"> • Mental Health Nursing practices are maintained at all times in accordance with the Code of Ethics for the profession, Registered Nurse Core competencies, NZ Nursing Council Standards and other legislative requirements. • Actions are in accordance with Taranaki District Health Board, Mental Health & Addiction Service and Community MH Service policies, protocols and procedures. • Client clinical records and reports are completed and maintained in accordance with Mental Health & Addiction Service policy and professional requirements.

Organisational Accountabilities	Expected Outcome for all Employees
<p>Health Equity</p>	<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;

Organisational Accountabilities	Expected Outcome for all Employees
	<ul style="list-style-type: none"> ○ 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 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. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities 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 **Community Mental Health and Addictions** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication 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
Decision Making/Problem Solving 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.
Innovation/Initiative 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.
Resilience/Flexibility 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.
Cultural Safety 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.
Teamwork Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the team's success

8. EDUCATION

Bachelor of Nursing or equivalent qualification
Registered Comprehensive Nurse.
Graduate or post graduate qualifications desirable.
Current Annual Practicing Certificate.

9. SKILLS

Demonstrates an understanding of mental health & addiction treatment models.
Demonstrates an understanding of the impact on wellbeing of alcohol and other drug problems.

Demonstrates a solid understanding of the impact on wellbeing of physical comorbidities.
Demonstrates sound knowledge of community resources that may enhance service user or family/whānau care.
Competent in forming a therapeutic alliance with tangata whaiora / service users.
Excellent interpersonal communication skills and ability to work within an MDT.
Demonstrable competency in documentation requirements for practice including computer literacy, word processing, data collection skills.

10. EXPERIENCE

Able to demonstrate a high level of expertise in formal Mental State Examination and Risk Assessment.
Demonstrated ability to prioritise work loads and to work independently as a community mental health clinician who holds key working responsibilities.
Clinical experience in a specialist community mental health & addictions setting desirable.

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