

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Registered Nurse		
	DIRECTORATE	Mental Health and Addictions Directorate	DEPARTMENT	Emergency Mental Health
	REPORTING TO (operationally)	Manager EMHS / HBT	REPORTING TO (professionally)	MH&AS Nurse Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the mental Health & Addiction Services Directorate in the Hawke's Bay District Health Board (HBDHB)			
PURPOSE OF THE POSITION	<p>The nurse works in partnership with patients and their families / whanau and collaborates with the multi-disciplinary team, to provide quality nursing care that is safe, cost effective and in accordance with professional, organisational standards, policy and procedure.</p> <p>To provide nursing care in line with the Nursing Council of New Zealand (2007) Competencies for the Registered Nurse Scope of Practice and the New Zealand College of Mental Health Nurses (2012) Standards of Practice for Mental Health Nursing in Aotearoa New Zealand.</p> <p>To provide a responsive 24/7 comprehensive assessment, diagnostic, planning and treatment service for persons experiencing a mental health emergency. Care and Treatment will be provided in accordance with both organisational and professional competencies and standards and will involve whanau/families/support persons.</p> <p>The position will focus on assessment, and interpret assessments, diagnose, and commence monitoring treatment plans within the service users own place of residence and provide seamless transition to community mental health services as appropriate.</p> <p>This position will be based within community mental health and within the Emergency Department (ED) / Acute Assessment Unit (AAU) and will contribute to the Model of Care for patients in ED and formulate part of the wider multi-disciplinary team (MDT). Providing quality mental health care is paramount. The position will contribute to the provision of 24/7 Consultation Liaison Psychiatry ensuring general medicine and surgical services receive any necessary support and advice.</p> <p>Performing Duly Authorised Officer (DAO) responsibilities is expected.</p> <p>To support the delivery of organisational wide KPI's e.g. MOH targets, financial targets and Service Specific KPI's</p>			
KEY DELIVERABLES	<p>PROFESSIONAL RESPONSIBILITY <i>Has knowledge and judgement in professional, legal, ethical responsibilities and cultural safety. Is accountable for own actions and decisions, while promoting an environment that maximises client safety, independence, quality of life and health.</i></p> <p>Tasks (how it is achieved):</p> <ul style="list-style-type: none"> ▪ Accepts individual responsibility and professional judgement for position requirements and decision making. ▪ Demonstrates responsibility, accountability and commitment in nursing practice and to the nursing profession. ▪ Applies the Treaty of Waitangi to nursing practice, assisting patients to gain appropriate support cultural needs and preferences. ▪ Demonstrates a clear understanding of direction and delegation when delegating work to others i.e. enrolled nurses, nursing students, care associates. ▪ Seeks guidance from senior RN's when required. ▪ Recognises and manages risks to provide care that best meets the needs and interests of patients. ▪ Demonstrates individual responsibility for professional development. ▪ Participates in professional activities to keep abreast of current trends and issues in emergency mental health care. ▪ Demonstrates responsibility, accountability and commitment in both in emergency mental health care and the wider health context. <p>MANAGEMENT OF NURSING CARE <i>Is responsive to client needs in relation to assessment and managing care, supported by nursing knowledge and evidence based research.</i></p> <p>Tasks (how it is achieved):</p> <ul style="list-style-type: none"> ▪ Demonstrates competence and autonomy of practice in the clinical setting providing nursing care to 			

patients with a range of needs.

- Utilises nursing knowledge and skills through reflective practice and professional judgement to provide competent care and advice. Integrating mental health, addiction and physical health frameworks.
- Completes timely systematic holistic assessments to determine actual and potential risk problems.
- Recognises recurring patterns related to monitoring and patient responses/conditions and is able to problem solve utilising assessment/monitoring data.
- Utilises assessment skills and nursing interventions to assess patient responses to treatments and adapt approaches to accommodate any changes.
- In partnership with the patient, family / whanau, develops an individualised plan of care to achieve the desired outcomes.
- Implements and coordinates the interventions to deliver the plan of care.
- Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary.
- Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework according to national and organisational standards.
- Takes action in situations that compromise the patients safety and wellbeing.
- Participates in health education, ensuring the patient understands relevant information related to their care.
- Provides a quality, safe and responsive comprehensive assessment for people experiencing a mental health emergency. This includes assessment, diagnosis (DSM-IV) planning, implementation and evaluation.
- Utilises a systematic problem-solving approach to identify, prevent and treat actual and potential health problems to prevent illness and/or promote health.
- Initiates interventions and monitors untoward effects, reactions, therapeutic responses, toxicity and incompatibilities related to interventions.
- When appropriate provides home based treatment to support the service user within their place of residence.
- Proactively anticipates and recognises cues to a situation and predicts outcomes, referring onto other clinical team members where necessary.
- All emergency contacts will have a comprehensive risk assessment completed, including formulation of plan which is clearly documented and communicated to appropriate persons.
- Communicates care and treatment clearly and logically with the person, their family/whanau/support person in a professional and therapeutic manner.
- Actively contributes to multi-disciplinary clinical discussions on care and treatment in a professional and purposeful manner.
- Carries out function and duties of a Duly Authorised Officer under the direction of the Director of Area Mental Health Services.
- Provides mental health advice on clinical issues across settings and disciplines including the community.

	<p>INTERPERSONAL RELATIONSHIPS <i>Provides interpersonal and therapeutic communication with clients, other health professionals, including documentation</i></p> <p>Tasks (how it is achieved):</p> <ul style="list-style-type: none"> ▪ Demonstrates respect, empathy and interest in the patient. ▪ Participates in building clinical capacity and capability of nurses to meet the patient/consumer/tangata whaiora needs in an efficient and effective manner. ▪ Demonstrates competence in applying the principles of teaching and learning in association with patient/client care. ▪ Contributes to the development of nursing knowledge within the work area. ▪ Communicates effectively with patients and members of the health care team. <p>INTERPROFESSIONAL HEALTH CARE and QUALITY IMPROVEMENT <i>Evaluates the effectiveness of care and promotes a nursing perspective within the inter-professional activities of the health care team.</i></p> <p>Tasks (how it is achieved):</p> <ul style="list-style-type: none"> ▪ Providing guidance and support to all team members including nursing students. ▪ Maintains and documents information necessary for continuity of care. ▪ Develops discharge plans in consultation with the patient and other team members. ▪ Contributes to the coordination of patient care to maximise health outcomes. ▪ Participates in quality systems, including standards of practice and service standards. ▪ Demonstrates an understanding of quality improvement principles with translation into nursing practice. 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Patients/Consumer/Tangata Whaiora ▪ Service Management team (i.e., Nurse Director, Clinical Director, Service Manager) ▪ Wider Organisational Nursing team (i.e., Nurse Educators, Clinical Nurse Specialists, Nurse Practitioners) ▪ Director of Nursing (Hospital) ▪ Allied Health Staff ▪ Medical Staff ▪ Other team members (i.e., Care Associates, Nursing students) ▪ Relevant advisory groups/committees 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Families/whanau and caregivers ▪ General Practitioners ▪ Practice Nurses ▪ Primary health providers ▪ Health agencies ▪ Rural Health centres

DELEGATION AND DECISION	Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines: <ul style="list-style-type: none"> • Guideline: Responsibilities for direction and delegation of care to enrolled nurses (May 2011) • Guideline: Delegation of care by a registered nurse to a health care assistant (May 2011)
EMPLOYMENT AGREEMENT & SALARY	In accordance with the NZNO/DHB's Nursing & Midwifery Multi Employer Collective Agreement (MECA) \$54,034 (step 1 community nurse) - \$82,957 (step 8 community nurse) gross per annum according to qualifications and experience.
DATE	February 2020
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> ▪ N/A
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ <i>Manages both nurses, allied health professional and administrators</i> ▪ <i>Works within a specific clinical area within scope of practice specified by CNM</i> ▪ <i>Effectively managing time and prioritising workload to ensure project work is completed within the agreed time.</i>

ESSENTIAL CRITERIA

Qualifications

Registration with the Nursing Council of New Zealand as a Registered Nurse.

A current practising certificate with the Nursing Council of New Zealand

Experience

- Extensive experience in health (ideally 10 - 15 years)
- Experience in Mental health (ideally more than 5 years)
- Proven customer service skills

Business / Technical Skills

- Level 2 (competent) portfolio as assessed via an approved Nursing Professional Development Recognition Programme (PDRP)
- Demonstrated time management skills
- Demonstrated ability to work within a team
- Excellent communication skills
- Significant experience in mental health with a demonstrated high level of clinical expertise in comprehensive assessment in particular:
 - Mental Health
 - Risk Assessment
 - Physical Health
- Clinical role model with high degree of maturity, stability and self-confidence.
- A commitment to quality and excellence, with a proven ability to contribute to process improvement and innovation
- Current drivers licence

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Customer service skills
- Teamwork and collaboration
- Accountability and responsibility for practice

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member.

Physical requirements for role:

As required by Occupational Health

Vaccination status for role:

DESIRABLE CRITERIA

Experience

- Postgraduate Qualification specific to Mental Health
- Postgraduate Qualifications in Physical Health
- Preceptorship Experience
- DAO experience
- Counselling skills and/or experience
- Community Mental Health experience

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGATE TIRA PARTNERSHIP
Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.

As required by Occupational Health