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| Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay | POSITION TITLE | Registered Nurse | | |
| | GROUP | Mental Health and Addictions | DEPARTMENT | Mental Health Police Liaison Service |
| | REPORTING TO (operationally) | Clinical Manager | REPORTING TO (professionally) | Director of Nursing |
| DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS | This role covers the Mental Health and Addiction Services in the Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay | | | |
| PURPOSE OF THE POSITION | <ul style="list-style-type: none"> ▪ To ensure that all interactions follow a Whānau Ora approach and meet the cultural needs of the person and their whānau. ▪ To support acute referrals from Police within the Custody, Justice, Emergency Departments and other referrals sources. ▪ Provide urgent support with advice, clinical intervention and assessment for further treatment options. ▪ To provide assessment, formulation and treatment strategies for people who present with mental health and/or alcohol and drug issues. ▪ To improve access between the community and Mental Health and Addiction Services to achieve positive outcomes for people presenting with mental health and/or alcohol and drug issues. ▪ To work closely with community agencies (Health, Police and social sector) to identify people who have significant mental health and/or alcohol and drug issues and provide consultation liaison services and training and education to staff of these services. ▪ As a Registered Clinician, you are accountable for ensuring health services provided are consistent with your education and assessed competence, meet legislative requirements and are supported by appropriate standards. | | | |
| KEY DELIVERABLES | <p>Administration Carry out tasks including:</p> <ul style="list-style-type: none"> ○ Use IT systems that support data collection ○ Documentation is current and data is entered in a timely fashion <p>Delivery of safe and effective clinical services</p> <ul style="list-style-type: none"> ○ Demonstrates an understanding of addiction and mental health issues and appropriate evidence-based practice interventions ○ Demonstrates knowledge and understanding of Tikanga Māori practices ○ Provides specialist assessment, formulation and treatment for alcohol and drug related disorders ○ Uses a range of models in practice and skills that identify appropriate referral options ○ Uses and evaluates a variety of approaches to enhance motivation and change ○ Provides education to the person and their whānau relating to their alcohol and drug issues support/treatment options ○ Provides advice to duty/crisis worker/Police during working hours ○ Provides identified training for other staff and agencies when required ○ Demonstrates understanding of other local and regional providers and networks effectively with others working with the person and/or their whānau ○ Provides appropriate education, prevention and early intervention strategies for the person and their whānau and community agencies ○ Multidisciplinary intervention occurs when appropriate <p>Co-ordination, consultation and liaison</p> <ul style="list-style-type: none"> ○ Develops strong community, agency networks ○ Provides consultation and liaison for families and other agencies working with people ○ Works with other agencies across the sector to develop linkages ○ Supports other colleagues and team members with consultation and advice across Mental Health and Addiction Services and Police | | | |
| HEALTH & SAFETY RESPONSIBILITIES | <p>Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay 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 health and safety at risk • Not to do anything that puts others health and safety at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions • When working in the Police environment – take direction from police around all health and safety issues • Share appropriate information to mitigate health and safety risk for other agencies working with the person and their whānau (You have the right to cease work if you believe that you, or others, are at risk of serious harm). | | | |

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| KEY WORKING RELATIONSHIPS | <p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Clinical Nurse Manager/Associate Clinical Nurse Manager ▪ Wider department nursing team ▪ Directorate Leadership Team (Nurse Director, Medical Director, Service Director) ▪ Wider organisational nursing teams ▪ Chief Nursing and Midwifery Officer ▪ Allied health staff ▪ Medical staff ▪ Other team members ▪ Administration staff ▪ Duly Authorised Officers ▪ Director of Area Mental Health Services (DAMHS) ▪ Relevant advisory groups/committees | <p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Patients/consumer/tangata whaiora ▪ Families/whānau and caregivers ▪ New Zealand Police Watch House and related staff ▪ Emergency services (Fire, Ambulance etc.) ▪ Other service providers ▪ Primary and NGO sector ▪ Rural health providers ▪ Regional/other Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke’s Bay services ▪ Local hapū and Iwi |
| DELEGATION AND DECISION | <p>Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:</p> <ul style="list-style-type: none"> ▪ Responsibilities for direction and delegation of care to enrolled nurses (May 2011). ▪ Delegation of care by a registered nurse to a health care assistant (May 2011). ▪ Works autonomously with a high degree of independence to plan and problem solve complex issues as they arise. ▪ Maintains relationships with key contacts. | |
| TENURE | Fixed Term to June 2024 | |
| HOURS OF WORK | 80 per fortnight | |
| EMPLOYMENT AGREEMENT & SALARY | In accordance with the Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke’s Bay / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Community Nurse and Midwife Scale Step 5 to 8. | |
| DATE | July 2022 | |
| EXPENDITURE & BUDGET ACCOUNTABILITY | <ul style="list-style-type: none"> ▪ Not applicable | |
| SCOPE & COMPLEXITY | <ul style="list-style-type: none"> ▪ Works within the boundaries of their clinical scope of practice. ▪ Works within a variety of settings within the DHB, Police and community. ▪ Effectively managing time and prioritising workload to ensure project work is completed within the agreed time. | |

ESSENTIAL CRITERIA

Qualifications

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

Experience

- A current practising certificate with the Nursing Council of New Zealand, with evidence of meeting continuing competence requirements.
- Extensive experience in addictions and mental health fields (ideally 5+ years)
- Proven customer service skills

Business/Technical Skills

- Commitment to attainment of Proficient portfolio or above, as assessed via an approved Nursing Professional Development Recognition Programme (PDRP)
- A commitment to quality and excellence, with a proven ability to contribute to process improvement and innovation
- Current driver's licence
- Demonstrates an understanding of continuous quality improvement
- An ability to promote effective relationships between Mental Health and Addictions Services and the Police Service

Leadership Competencies

- Credibility and integrity (embraces professionalism and ethical practice)
- Ability to grasp implications of a situation quickly
- Ability to support colleagues

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Whānau Ora approach

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:

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

- Vaccinations as per the current employee immunisation policy including annual influenza vaccination
- Fully vaccinated for COVID-19

DESIRABLE CRITERIA

Experience

- Experience of the working in the addictions field
- Postgraduate Qualification specific to Mental Health and addictions
- 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
- Understanding of relevant legislation requirements
- Ability to engage with individuals from all backgrounds



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.

RARANGA TE 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.