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|  HAWKE'S BAY District Health Board Whakawāteatia | POSITION TITLE | Registered Mental Health Clinician | | |
| | DIRECTORATE | Mental Health and Addictions | DEPARTMENT | Community Mental Health and Addictions (North) |
| | REPORTING TO (operationally) | Clinical Nurse Manager | REPORTING TO (professionally) | Appropriate Nursing/Allied Health Professional Lead |
| DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS | <ul style="list-style-type: none"> This role covers the Mental Health and Addictions directorate in the Hawke's Bay District Health Board (HBDHB) Nil direct reports | | | |
| PURPOSE OF THE POSITION | <ul style="list-style-type: none"> To provide mental health assessment and treatment to those adults and their families, whose lives are affected by mental health and addiction problems utilising a client centred approach. To work in partnership with patients and their families / whanau and collaborates with the multi-disciplinary team in both the primary and secondary health settings, to provide quality health care that is safe, cost effective and in accordance with professional, organisational standards, policy and procedure. To promote and participate in multi-disciplinary team processes to ensure the best outcomes for clients. To support the delivery of the Hawke's Bay Health Sector vision and organisational wide KPI's e.g. MOH targets, financial targets. To recognise, support and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours. | | | |
| KEY DELIVERABLES | <p>Professional Responsibility</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 clinical practice and to the clinical profession. Applies the Treaty of Waitangi to nursing practice, assisting patients to gain appropriate support cultural needs and preferences. Recognises and manages risks to provide care that best meets the needs and interests of patients. Demonstrates individual responsibility for professional development. To meet Hawke's Bay District Health Board's standards (i.e. Legislative, Professional, Contractual, Ethical and Organisation) by knowing what the applicable standards are and undertaking any steps necessary to remedy shortfalls in practice and knowledge <p>Clinical Practice</p> <ul style="list-style-type: none"> Provide age appropriate mental health assessment & treatment interventions, plan and evaluate treatment & support recovery. Facilitate service entry and exit with safe transition and take steps to minimise risk and maximise recovery potential. Identifies issues relating to mental health and physical health alongside client's current health and disability issues. Demonstrates understanding of trauma informed practice. A comprehensive assessment is completed in partnership with the client and their family/whanau addressing the bio-psycho-social-spiritual factors of the client including family relationships, history, cultural, religious, work history, legal and financial problems. Strategies are developed to respond to families/whanau, and /or communities needs for health education. Recovery coordination and any case work is managed safely, effectively and efficiently in consultation with relevant case team. Documentation of client records and statistics are maintained correctly and updated as required. Client confidentiality is maintained at all times to ensure the Privacy Act and Health Information Privacy Code 2020 and Code of Rights are adhered to. <p>Interprofessional Health Care and Quality Improvement</p> <ul style="list-style-type: none"> Providing guidance and support to all team members including nursing / allied health students. | | | |

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| | <ul style="list-style-type: none"> ▪ Maintains and documents information necessary for continuity of care. ▪ Develops discharge plans in consultation with the client and other team members. ▪ Contributes to the coordination of client 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 practice. <p>Teaching and Coaching</p> <ul style="list-style-type: none"> • Contributing to the development of clinical practice knowledge through: • Acting as a role model, guide, mediator and advocate, with respect to time management and priority setting. • Acting as a preceptor and/or 'resource' person • Demonstrating teaching and learning principles, assisting service users/carers/whanau to integrate the implications of illness, recovery and ongoing plan of care. • Ensure safety of practice through participation in appropriate professional supervision in accordance with professional body guidelines and organisational policies. • Provides student supervision in accordance with professional objectives and criteria and as agreed with Clinical Nurse manager/Professional Advisor. | |
| HEALTH & SAFETY RESPONSIBILITIES | <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> | |
| KEY WORKING RELATIONSHIPS | <p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Patients/Consumer/Tangata Whaiora and their families ▪ Group Manager, Clinical Manager, Professional Lead ▪ MDT ▪ Central Coordination Service ▪ Medical Staff ▪ Other DHB Teams ▪ Relevant advisory groups/committees | <p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Families/whanau and caregivers ▪ Emergency Services (Police, Ambulance) ▪ General Practitioners ▪ Primary Care Providers ▪ Non-Governmental organisations ▪ Primary health providers ▪ Health agencies ▪ Rural Health Centres ▪ National Specialty Groups ▪ Education/training facilities |
| DELEGATION AND DECISION | <ul style="list-style-type: none"> • All decisions will be based on comprehensive assessment formulation supported by the Multi-Disciplinary Team to meet service requirements | |
| EMPLOYMENT AGREEMENT & SALARY | <p>In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) up to step 10 or DHB/NZNO Nursing and Midwifery MECA up to 7 per annum according to qualifications and relevant experience pro-rated for hours worked.</p> | |
| DATE | Nov 2021 | |
| EXPENDITURE & BUDGET ACCOUNTABILITY | Nil | |
| SCOPE & COMPLEXITY | <ul style="list-style-type: none"> • To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Mental Health and Addictions directorate. • Contribute to delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. | |

ESSENTIAL CRITERIA

Qualifications

- Appropriate health professional related Tertiary qualifications within, Social Work, Occupational Therapy or Nursing
- Up to date Annual Practice Certificate as relevant

Experience

- Previous experience and knowledge of mental health and Addiction service delivery
- Proven customer service skills

Business / Technical Skills

- Up to date Annual Practice Certificate as relevant
- 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
- Ability to work within a team
- Demonstrated time management skills

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:

- Covid-19 vaccination

DESIRABLE CRITERIA

Experience

- 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.

