	POSITION TITLE	N TITLE Registered Nurse		
HAWKE'S BAY District Health Board Whokawateatia	Group	Mental Health and Addictions	DEPARTMENT	Community Mental Health and Addictions (South)
	REPORTING TO (operationally)	Clinical Nurse Manager	REPORTING TO (professionally)	Nurse Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Mental Health and Addictions directorate in the Hawke's Bay District Health Board (HBDHB). Staff reporting - NIL			
PURPOSE OF THE POSITION	 The nurse works 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 nursing care that is safe, cost effective and in accordance with professional, organisational standards, policy and procedure. 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 Standards of Practice (2012) To support the delivery of the Hawke's Bay Health Sector vision and organisational wide KPI's e.g. MOH targets, financial targets. 			
KEY DELIVERABLES	 Professional Responsibility 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 delgation 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. Management of Care 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. Completes timely systematic holistic asessments to determine actual and potential risk problems. Recognises recurring patterns related to monitoring and patient responses to treatments and adapt approaches to accommodate any changes. In partnership with the service user, family / whanau, develops an individualised plan of care to achieve the desired outcomes. Implements 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. Takes action in situations that compromise the patients safety and wellbeing			
	 client care. Contributes to the development of nursing knowledge within the work area. Communicates effectively with clients and members of the health care team. 			

	 INTERPROFESSIONAL HEALTH CARE and QUALITY IMPROVEMENT Providing guidance and support to all team members including students. 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. 			
HEALTH & SAFETY RESPONSIBILITIES	 HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: 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 (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 			
KEY WORKING RELATIONSHIPS	INTERNALEXTERNALPatients/Consumer/Tangata WhaioraFamilies/Whanau and caregiversMental Health and Addiction servicesEmergency Services (Police, Ambulance)Maori Health UnitGeneral PractitionersEmergency Department and Acute Assessment UnitPrimary Care ProvidersCentral Coordination ServiceNon-Governmental organisationsWider Health Service medical and surgical servicesPrimary health providersAllied Health StaffRural Health CentresMedical StaffNational Specialty GroupsOther team members (i.e., Care Associates, undergraduate students)Education/training facilities			
DELEGATION AND DECISION	All decisions will be based on comprehensive assessment formulation supported by the Multi-Disciplinary Team to meet service requirements			
HOURS OF WORK	80 per fortnight			
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA)			
DATE	March 2022			
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A			
SCOPE & COMPLEXITY	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

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

Experience

Community Mental Health and addiction experience (preferably 2 years +) $% \left(\left({{{\mathbf{x}}_{i}}} \right) \right)$

Proven customer service skills

Business / Technical Skills

- A current practising certificate with the Nursing Council of New Zealand, with evidence of meeting continuing competence requirements.
- Commitment to attainment of Level 3 portfolio or above as assessed via an approved Nursing Professional Development Recognition Programme (PDRP)

Provides evidence to meet the Nursing Council of New Zealand (2007) Competencies for the Registered Nurse scope of practice, the New Zealand College of Mental Health Nurses Standards of Practice (2012) and Code of Conduct for Nurses (2012)

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 per clinical roles in the Hawkes bay DHB Physical Requirements and Vaccination Status Guidelines May 2019

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination and COVID 19 in accordance with current mandate

DESIRABLE CRITERIA

Experience

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

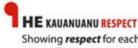


Our Vision and Values

Te hauora o te Matau-a-Māul: 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 Äkina improvement Rarangatetira partnership Tauwhiro care



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



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.