

<b>Te Whatu Ora</b> Health New Zealand Te Matau a Māui Hawke's Bay	<b>POSITION TITLE</b>	<b>Registered Nurse</b>		
	<b>DIRECTORATE</b>	Mental Health and Addictions	<b>DEPARTMENT</b>	Community Mental Health and Addictions (North)
	<b>REPORTING TO</b> (operationally)	Clinical Manager North	<b>REPORTING TO</b> (professionally)	Director of Nursing
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the Mental Health and Addictions directorate in the Hawke's Bay District Health Board (HBDHB) Based in Napier  Nil direct reports			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>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.</li> <li>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)</li> <li>To support the delivery of the Hawke's Bay Health Sector vision and organisational wide KPI's e.g. MOH targets, financial targets.</li> <li>To promote and participate in multi-disciplinary team processes so as to ensure the best outcomes for clients.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Professional Responsibility</b></p> <ul style="list-style-type: none"> <li>Accepts individual responsibility and professional judgement for position requirements and decision making.</li> <li>Demonstrates responsibility, accountability and commitment in nursing practice and to the nursing profession.</li> <li>Applies the Treaty of Waitangi to nursing practice, assisting patients to gain appropriate support cultural needs and preferences.</li> <li>Demonstrates a clear understanding of direction and delegation when delegating work to others i.e. enrolled nurses, nursing students, care associates.</li> <li>Seeks guidance from senior RN's when required.</li> <li>Recognises and manages risks to provide care that best meets the needs and interests of patients.</li> <li>Demonstrates individual responsibility for professional development.</li> </ul> <p><b>Management of Care</b></p> <ul style="list-style-type: none"> <li>Demonstrates competence and autonomy of practice in the clinical setting providing nursing care to patients with a range of needs.</li> <li>Utilises nursing knowledge and skills through reflective practice and professional judgement to provide competent care and advice.</li> <li>Completes timely systematic holistic assessments to determine actual and potential risk problems.</li> <li>Recognises recurring patterns related to monitoring and patient responses/conditions and is able to problem solve utilising assessment/monitoring data.</li> <li>Utilises assessment skills and nursing interventions to assess patient responses to treatments and adapt approaches to accommodate any changes.</li> <li>In partnership with the service user, family / whanau, develops an individualised plan of care to achieve the desired outcomes.</li> <li>Implements and coordinates the interventions to deliver the plan of care.</li> <li>Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary.</li> <li>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</li> <li>Participates in health education, ensuring the service user, whanau and</li> </ul>			

	<p>significant others understands relevant information related to their care</p> <p><b>INTERPERSONAL RELATIONSHIPS</b></p> <ul style="list-style-type: none"> <li>▪ Demonstrates respect, empathy and interest in the patient.</li> <li>▪ Participates in building clinical capacity and capability of workforce to meet the patient/consumer/tangata whaiora needs in an efficient and effective manner.</li> <li>▪ Demonstrates competence in applying the principles of teaching and learning in association with client care.</li> <li>▪ Contributes to the development of nursing knowledge within the work area.</li> <li>▪ Communicates effectively with clients and members of the health care team.</li> </ul> <p><b>INTERPROFESSIONAL HEALTH CARE and QUALITY IMPROVEMENT</b></p> <ul style="list-style-type: none"> <li>▪ Provides guidance and support to all team members including students.</li> <li>▪ Maintains and documents information necessary for continuity of care.</li> <li>▪ Develops discharge plans in consultation with the client and other team members.</li> <li>▪ Contributes to the coordination of client care to maximise health outcomes.</li> <li>▪ Participates in quality systems, including standards of practice and service standards.</li> <li>▪ Demonstrates an understanding of quality improvement principles with translation into practice.</li> </ul>	
<b>HEALTH &amp; SAFETY RESPONSIBILITIES</b>	<p>HBDHB is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>• Not to do anything that puts your own H&amp;S at risk</li> <li>• Not to do anything that puts others H&amp;S at risk</li> <li>• To follow all health and safety policies and procedures</li> <li>• To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<b>KEY WORKING RELATIONSHIPS</b>	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>▪ Patients/Consumer/Tangata Whaiora</li> <li>▪ Group Leadership Team</li> <li>▪ Mental Health and Addiction services</li> <li>▪ Maori Health Unit</li> <li>▪ Emergency Department and Acute Assessment Unit</li> <li>▪ Central Coordination Service</li> <li>▪ Wider Health Service medical and surgical services</li> <li>▪ Allied Health Staff</li> <li>▪ Medical Staff</li> <li>▪ Other team members (i.e., Care Associates, undergraduate students)</li> <li>▪ Relevant advisory groups/committees</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>▪ Families/whanau and caregivers</li> <li>▪ Emergency Services (Police, Ambulance)</li> <li>▪ General Practitioners</li> <li>▪ Primary Care Providers</li> <li>▪ Non-Governmental organisations</li> <li>▪ Primary health providers</li> <li>▪ Health agencies</li> <li>▪ Rural Health Centres</li> <li>▪ National Specialty Groups</li> <li>▪ Education/training facilities</li> </ul>

<b>DELEGATION AND DECISION</b>	<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"> <li>▪ Responsibilities for direction and delegation of care to enrolled nurses (May 2011).</li> <li>▪ Delegation of care by a registered nurse to a health care assistant (May 2011).</li> <li>▪ Works autonomously with a high degree of independence to plan and problem solve complex issues as they arise.</li> <li>▪ Maintains relationships with key contacts.</li> </ul>
<b>HOURS OF WORK</b>	80 hours per fortnight
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	According to qualifications and experience, and in accordance to the relevant MECA
<b>DATE</b>	September 2023
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	Nil
<b>SCOPE &amp; COMPLEXITY</b>	<p>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Mental Health and Addictions directorate.</p> <p>Contribute to delivery of organisational KPI's including relevant MOH target, financial budgets and service plans.</p>

## ESSENTIAL CRITERIA

### Qualifications:

- Current registration with Nursing Council of New Zealand as Registered Nurse.

### Experience:

- A current practising certificate with the Nursing Council of New Zealand, with evidence of meeting continuing competence requirements.
- Community Mental Health and addiction experience (preferably 2 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)
- 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 driver's 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

## 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-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.

**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