



MENTAL HEALTH & ADDICTION SERVICES

Community Mental Health Tauranga (CMH)

Position Description

Position No:	11910-007
Position:	Clinical Nurse Specialist (CNS) [Community Mental Health]
Report To:	Clinical Coordinator Community Mental Health
Location:	Tauranga
Hours Of Work:	80 hours per fortnight.
Liaise With:	Team Leaders of North and South Teams Clients and their family/whanau CMH Nurses and Multidisciplinary team Psychiatric Inpatient Unit Mental Health Departments Te Puna Hauora Kaupapa Service Consumer and Family/Whanau representatives Professional Advisors appropriate to discipline Community and statutory agencies Non-government organisations General practitioners and other health professionals Primary Health Organisations

Main Purpose:

The Clinical Nurse Specialist [Community Mental Health] is employed to advance client centred care, professional education and to lead the advancement and application of professional expert nursing knowledge and skill by application of evidence based practice within the WBOP District Health Board Mental Health Services.

The CNS will provide direct nursing input to a small number of clients who require advanced expert nursing care. The CNS will work alongside other nurses to lead by example, role model, coach, teach, mentor and demonstrate expert nursing practice within the speciality.

The Clinical Nurse Specialist will:

Use integrated, autonomous skills grounded in an appropriate knowledge base.
Respond to consumers, colleagues, peers and students with insight and wisdom
Guide colleagues through sharing knowledge gained by enquiry and evaluation.

Date:

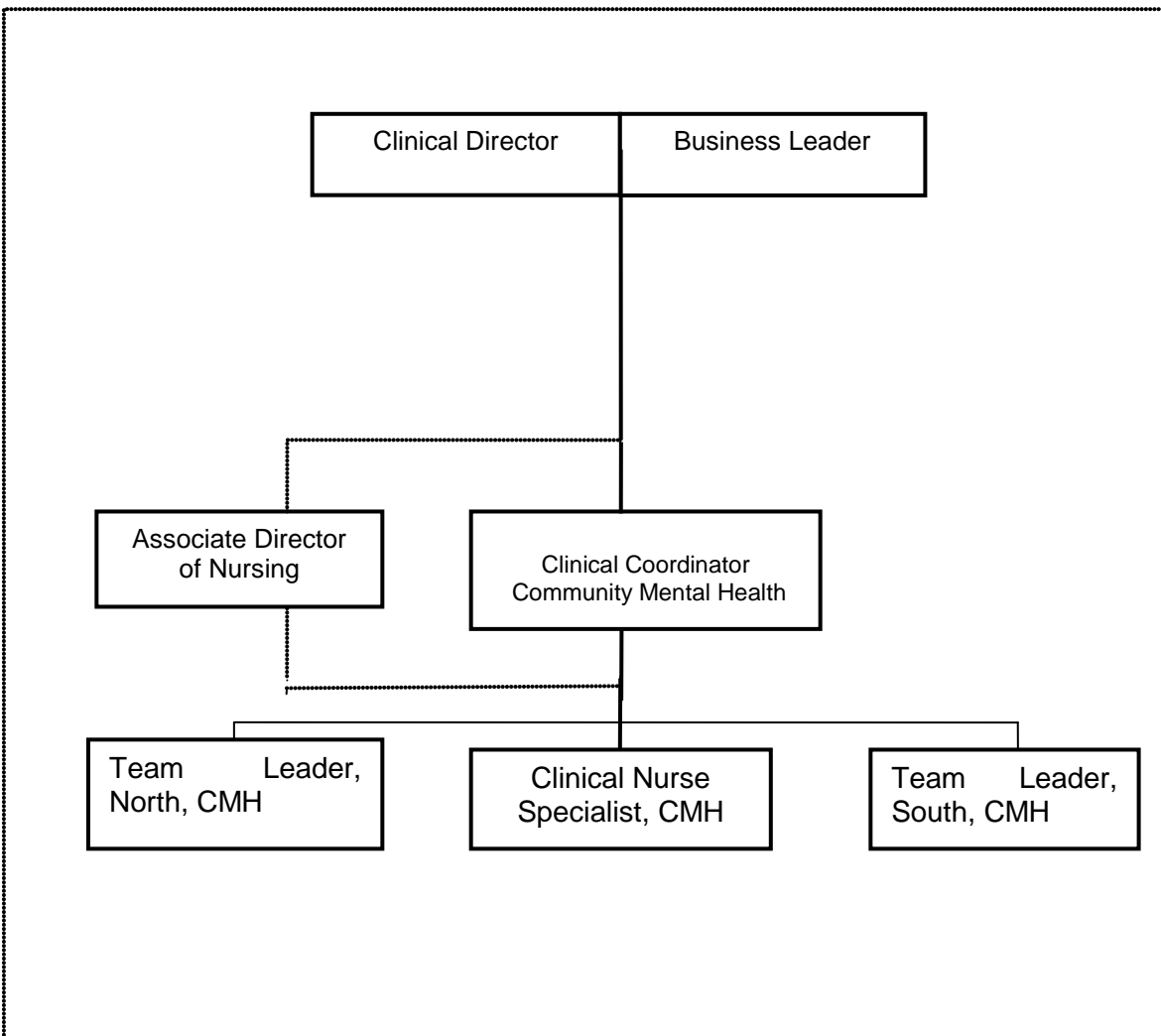
September 2009

ORGANISATIONAL ENVIRONMENT

The Bay of Plenty District Health Board has made a commitment to “healthy, thriving communities” and as such seeks the provision of effective, accessible and safe health and disability support services for the people of the district.

Health Professionals are guided by national strategic service directives such as the New Zealand Health Strategy. Updated National Mental Health Sector Standards, Recovery and Strengths models, as well as local strategic directions outlined within policy, and protocol. The mental health care environment is evolving to meet expectations, priorities and needs of the community and the CNS Acute Mental Health is expected to creatively contribute to, and adapt to service development and quality improvements.

Reporting Relationships



KEY Accountabilities :

Key Task 1: Professional Responsibility

Demonstrates advanced knowledge, judgement and accountability for own actions and decisions in respect of professional, legal, ethical and cultural safety issues. Acts as a leader, coach and mentor in this respect to other nurses.

Key Performance Measures:

- » Acts as a role model and resource for colleagues in meeting the standards of the profession and other relevant legislated requirements. Accepts responsibility for, and exemplifies that practice and conduct meet the standards of professional, ethical and relevant legislative requirements.
- » Takes a lead role in the application of the principles of the Treaty of Waitangi to nursing practice and coaches colleagues to integrate processes appropriate for Maori that contribute to the improvements of Maori health status.
- » Demonstrates sharing of up-to-date knowledge in the area of mental health and addiction services and ensures that nursing practice aligns with evidence based best practice and research.
- » Acts as a role model and provides leadership to nursing colleagues for directing, monitoring and evaluating nursing care that is provided.
- » Acts as a resource and guides change with colleagues in acute complex situations that impact on the physical and social environment to maximise client safety, independence and quality of life and health.
- » Demonstrates leads and guides others in the management of the environment to contain risks and promote care that meets the needs of the client and community at large
- » Provides support to service leadership to coordinate clinical reviews, team meetings and family meetings.
- » Takes the lead to meet organisational expectations re case reporting such as HoNos, KPP, relapse prevention plans and statistical data entry and application.
- » Leads by example and supports others to coordinate client care with other health care providers and professionals.
- » Manages ethical dilemmas in a supportive and collaborative way

Key Task 2: Management of Nursing Care

The CNS will provide client management of care that is responsive to client needs and supported by advanced nursing knowledge and evidence based research. The CNS will provide leadership and mentoring of other nursing staff in this respect in order to advance the delivery of ongoing psychiatric nursing care delivery.

Key Performance Measures:

- » Leads and acts as a resource to other nurses in the delivery, and coordination of advanced assessment, treatment planning, care delivery and evaluation of evidenced based practice within the speciality that meets nursing and specialist nursing practice standards and optimises client outcomes.
- » Is readily available and visible to provide support and advice about clinical issues.
- » Acts as a resource for the team in the management of challenging and unexpected situations.
- » Maintains own up-to-date professional growth and acts as a resource to lead opportunities for teaching and coaching nursing colleagues.
- » Role models the application of the Nursing Process
- » Provides and facilitates an inter-professional approach to client health education within a nursing framework to meet the complex needs of clients within the speciality.
- » Demonstrates competence in implementing therapeutic strategies e.g. cognitive therapy, and enhances same in colleagues.
- » Participates in and provides clinical supervision.
- » Actively engages in a process of 1:1 mentoring
- » Leads by example to enhance the ability of others to present referrals, crisis/acute - and ongoing cases for discussion at multidisciplinary meetings concisely, with attention to all relevant information, and participation in decision-making.
- » Leads by example in ensuring that clinical documentation meets service and professional standards.
- » **Key Task 3 Interpersonal relationships**

Demonstrates advanced interpersonal and therapeutic communication with clients, other nurses and the health care team utilising inter professional communication and documentation.

Key performance measures

- » Role models and coaches therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for clients within the speciality
 - » Demonstrates and coaches other nurses in effective motivational interviewing and counseling skills in all interactions with clients.
 - » Commitment to assist nurses with their clinical career pathway and portfolio development
 - » Demonstrate to other nurses that advanced nursing is negotiated in partnership with the client and their family/Whanau whenever possible.

Key Task 4 Inter professional health care & quality improvement

The clinical nurse specialist will evaluate the effectiveness of nursing care and promote a nursing perspective within the inter professional activities of the team.

Key Performance Measures

Provides guidance and support to other nurses and models collaboration with members of the health care team to facilitate and coordinate health care

- » Develops and maintains key partnerships crucial to the success of the role.
- » Acknowledges, respects and utilises skills and knowledge of colleagues within the team and makes own skills and knowledge available to assist colleagues.
- » Participates in at least one service development initiative per year and one clinical teaching activity.
- » Participates in the development of policies and procedural guidelines that have implications for clinical best practice
- » Utilises research to promote clinical knowledge.

This position description is not exhaustive and the incumbent maybe requested to undertake any other service task that the team Leader Clinical Coordinator, CMHS, may reasonably require.

PERSON SPECIFICATION

Essential

The CNS is a nurse whose practice is equivalent to advanced expert level.

- » Registered Nurse [RPN or R CompN with PG Certificate in Mental Health Nursing] or equivalent
- » Current Practising Certificate.
- » five years + post graduate clinical experience in Mental Health
- » Excellent interpersonal and communication skills
- » Clinical credibility and theory based practice
- » Proven Leadership qualities.
- » Current clean motor vehicle drivers licence.
- » Computer literacy
- » Experience of working within a multi-disciplinary team and knowledge of how teams work
- » Evidence of working towards completion of a Master's degree and willingness to engage in ongoing academic development.
- » Demonstrated ability to act as change agent.
- » Evidence of specialist skills including psychotherapeutic interventions.

- » Evidence of skill in mentoring and motivating others.

Personal Attributes

- » Loyalty to uphold organisational values.
- » Demonstrated commitment to own and others professional development.
- » Established work ethic.
- » Confident, positive, innovative, adaptable and assertive.
- » Advanced oral and written communication and interpersonal skills.
- » Well organised in managing of workloads.
- » Ability to challenge practice and mentor change.
- » Demonstrate ability to work collaboratively within multidisciplinary team.