



BAY OF PLENTY
DISTRICT HEALTH BOARD
HAUORA A TOI

TE PUNA HAUORA KAUPAPA MAORI MENTAL HEALTH & ADDICTION SERVICES

Tauranga Hospital

Position Description

Position No: 11910-009

Position: Kaupapa Adult/Pakeke Community Registered Nurse

Report To: Clinical Team Leader/ Senior Teamleader
Kaupapa Maori Mental Health Services

Responsible For: Nil Staff

Location: Tauranga

Hours Of Work: 80 hours per fortnight

Liaise With: Te Puna Hauora Kaupapa Team
Multidisciplinary team
Te Whare Maiangi
Consultation-Liaison Psychiatry
Child and Adolescent Mental Health Services
Mental Health Services for Older People
Community Alcohol and Drug Services
Consumer Advisor and Family/Whanau Advisor
Professional Advisor appropriate to discipline
Service-users, family and caregivers
New Zealand Police
Community and statutory agencies
General practitioners and other health professionals
General hospital departments and services
Non-government organisations and Primary Health Organisations
Nurse Educators – Mental Health
Hauora Maori
Mental Health Residential Services

Date: July 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.

Kaupapa Maori Adult Community Mental Health Service is a secondary specialist service contracted to provide psychiatric care to those who experience serious mental disorders.

PRIMARY FOCUS

The Kaupapa Registered Nurse will provide safe, effective care using professional knowledge and skills in accordance with policies and protocols and the Nursing Council New Zealand Registered Nurse scope of practice competencies. The registered nurse will utilise the scientific guidelines of the nursing process and an authentic therapeutic use of self.

The Kaupapa Registered Nurse will work with service-users, their families/whanau and the community to provide an effective community-based service. The nurse will employ his/her knowledge and skills to facilitate assessment, and implement planned treatment to the target populations, within existing legal frameworks. The registered nurse will be expected to monitor and review acute and ongoing treatment plans and care delivery within the multidisciplinary team environment according to service policy.

Registered nurses working with Kaupapa Mental Health Services understand that staff will maintain and apply skill-diversity by adhering to training requirements and taking opportunities to work in varied roles within the service.

The Kaupapa Registered Nurse will be guided by national strategic service directives such as the New Zealand Health Strategy, 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 Kaupapa Registered Nurse is expected to creatively contribute to, and adapt to service changes.

KEY TASKS AND RESPONSIBILITIES:

Key Task 1: Cultural Safety

Care is individually focused and planned in regard to ethnic, cultural, religious and other needs

Key Performance Measures

- » Demonstrates a commitment to and active understanding of the Treaty of Waitangi and its application within Mental Health to improve Maori health status
- » Demonstrates awareness of the impact of own cultural background, attitudes and values
- » Demonstrates that cultural and spiritual needs of service-users are met with sensitivity, including those of family/Whanau and significant others.

- » Demonstrates that consultation occurs in relation to care for service-users as appropriate.
- » Attends relevant Treaty of Waitangi training as arranged via BOPDHB.

Key Task 2: Professional responsibility

Accepts responsibility for ensuring that nursing practice and conduct meet the standards of professional, ethical and relevant legislative requirements.

Key Performance Measures

- » Adheres to professional standards of practice and acknowledges that competent practice is influenced and reinforced through membership of appropriate professional bodies
- » Is aware of legislation that impacts on mental health care delivery and service-user rights, and practices within legal boundaries. This includes but is not limited to the Mental Health (Compulsory Assessment and Treatment) Act 1992; the Privacy Act 1993 (Health Information Privacy Code 1994); Protection of Personal and Property Rights Act 1988, and the Health and Disability (Safety) Act, 2001; Health and Safety in Employment Act, 1992
- » Considers ethical issues in treatment planning and contributes an ethical perspective to decision-making
- » Demonstrates knowledge of, and accesses policies and procedural guidelines that have implications for clinical care
- » Has a clear understanding of the principles of delegation and accountability and seeks advice and support appropriately
- » Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nursing students, and others
- » Actively engages in and effectively utilises clinical supervision and offers/provides this to clinical staff within the Mental Health Service as appropriate and as per the Mental Health Service Clinical Supervision Policy.
- » Maintains an up-to-date knowledge of care/treatment/research in the area of mental health and mental health nursing and ensures that practice is evidence-based
- » Completes and maintains MH&AS Core competencies via the in-service programme.
- » Maintains BOPDHB and Mental Health Service mandatory certifications and additional clinical skills relevant to area.

Key Task 3: Clinical practice

Utilises the nursing process to assess, plan, implement and evaluate care and maintains professional practice standards in assessing, planning, implementing and evaluating ongoing care for all service-users, actively engaging with and providing support, education and assistance to families/whanau and care-givers.

Key Performance Measures:

- » Demonstrates the ability to manage the environment by assessing risk factors, identifying and implementing strategies to maintain own safety and the safety of service-users and others
- » Demonstrates a flexible approach and ability to cope with changing situations.
- » Undertakes a timely comprehensive and accurate nursing assessment using suitable assessment tools to inform a provisional diagnostic formulation
- » Engages in robust ongoing assessment and management of risk
- » Develops individual treatment plans in collaboration with service-users and their families/whanau that reflects the issues identified at assessment
- » Incorporates discharge planning as part of the overall care strategy, including relapse planning and/or advance directives, and/or appropriate referrals to internal/external agencies
- » Makes nursing judgements based on current evidence-based nursing knowledge, research and reflective practice.
- » Facilitates the administration of pharmacological interventions as well as monitoring the adherence, efficacy, and side-effects of same. Ensures that service-users receive appropriate information and education about their prescribed medications.
- » Demonstrates competence in implementing therapeutic strategies:e.g. cognitive therapy
- » Plans and prioritises workload.
- » Presents health information and education to service-users and families/whanau in a sensitive manner that is readily understood

Key Task 4: Interpersonal relationships

The principles and practice of partnership are incorporated in all facets of assessment, intervention, treatment and care. Establishes, maintains and concludes therapeutic interpersonal relationships with service-users and their families, and demonstrates effective communication with colleagues.

Key Performance Measures

- » Incorporates authentic therapeutic use of self and interpersonal and micro-counselling skills as the basis for nursing care
- » Supports the personal autonomy and resourcefulness of service-users and their families and encourages their participation as partners in care
- » Works and communicates effectively as a member of the multi-disciplinary team, demonstrating individual responsibility and accountability.
- » Demonstrates an ability to manage conflict constructively

Key Task 5: Inter-professional health care and quality improvement

Collaborates with the multi-disciplinary team, and the wider community, to facilitate care delivery and demonstrates a commitment to the principle of continuous improvement at a service and personal level

Key Performance Measures:

- » Demonstrates ability to present referrals and crisis/acute cases for discussion at the daily MDT meeting concisely, with attention to all relevant information, and participates in decision-making.
- » Establishes and maintains networking relationships with GPs, relevant government and community agencies, and provides consultation as necessary
- » Contributes to service development and involves target group[s] in the planning, provision and monitoring of services
- » Demonstrates continuous commitment to quality improvement initiatives
- » Provides guidance and support to nursing students, graduate nurses and allied health professionals new to the clinical area.

CASE MANAGEMENT

The Kaupapa Community Registered Nurse role is that of Case Management.

The designated case manager for a service user is the primary person for contact and treatment planning and coordination of care for that person. That includes the organisational expectation regarding reporting such as: HONOS, KPP, and relapse prevention plans.

The case manager will work within an integrated and eclectic model of care predicated on crisis resolution, strengths and Recovery philosophies that aims to

- promote the service-user's strengths in managing mental disorder and psycho-social sequelae and
- decrease the destructive potential of mental disorder and
- utilise person-specific risk management and relapse prevention planning in a timely and congruent manner.

The scope of practice may include acute assessment and response and timely management of referrals, ongoing care, review and discharge planning. The case load may include service-users experiencing acute mental disorder as well as those requiring continuing care and includes facilitating:

- Coordination and access to care and ensuring smooth transitions along the care pathway for service-users and their families
- resolution of distress and effective management of mental health issues
- re-integration with family and primary care networks

Essential

- » Mental Health Professional
- » Minimum three years post graduate clinical experience in Mental Health
- » Tertiary qualification
- » Current Annual Practicing Certificate
- » Knowledge of mental disorder and diagnostic formulations
- » Competence in comprehensive assessment, risk assessment, the use of the mental status examination and problem formulation
- » Clinical skills in engagement, de-escalation, conflict resolution, and problem solving
- » Ability to discuss and negotiate management plans with clinicians
- » Ability to be flexible, prioritise and delegate
- » Excellent interpersonal and micro-counselling skills
- » Good written and oral presentation skills
- » Strong client focus
- » Sensitivity to the context and experience of others
- » Cultural awareness and safe practice
- » Respect for privacy and confidentiality
- » A professionally based attitude to mental health care
- » Knowledge of relevant legislation including Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and Disability Act, Health Practitioners Competency Assurance Act, and the NZ Health Strategy (Te Tahahu; Te Kokiri)
- » Computer literacy
- » Current clean motor vehicle drivers licence.

Desirable Criteria

- » Post-graduate qualification with a mental health focus
- » Affiliation to an appropriate professional organisation
- » Previous experience within community based mental health settings
- » Experience of working within a multi-disciplinary team and knowledge of how teams work
- » Knowledgeable in Tikanga and Kawa
- » Te Reo Maori