

## MENTAL HEALTH & ADDICTION SERVICES

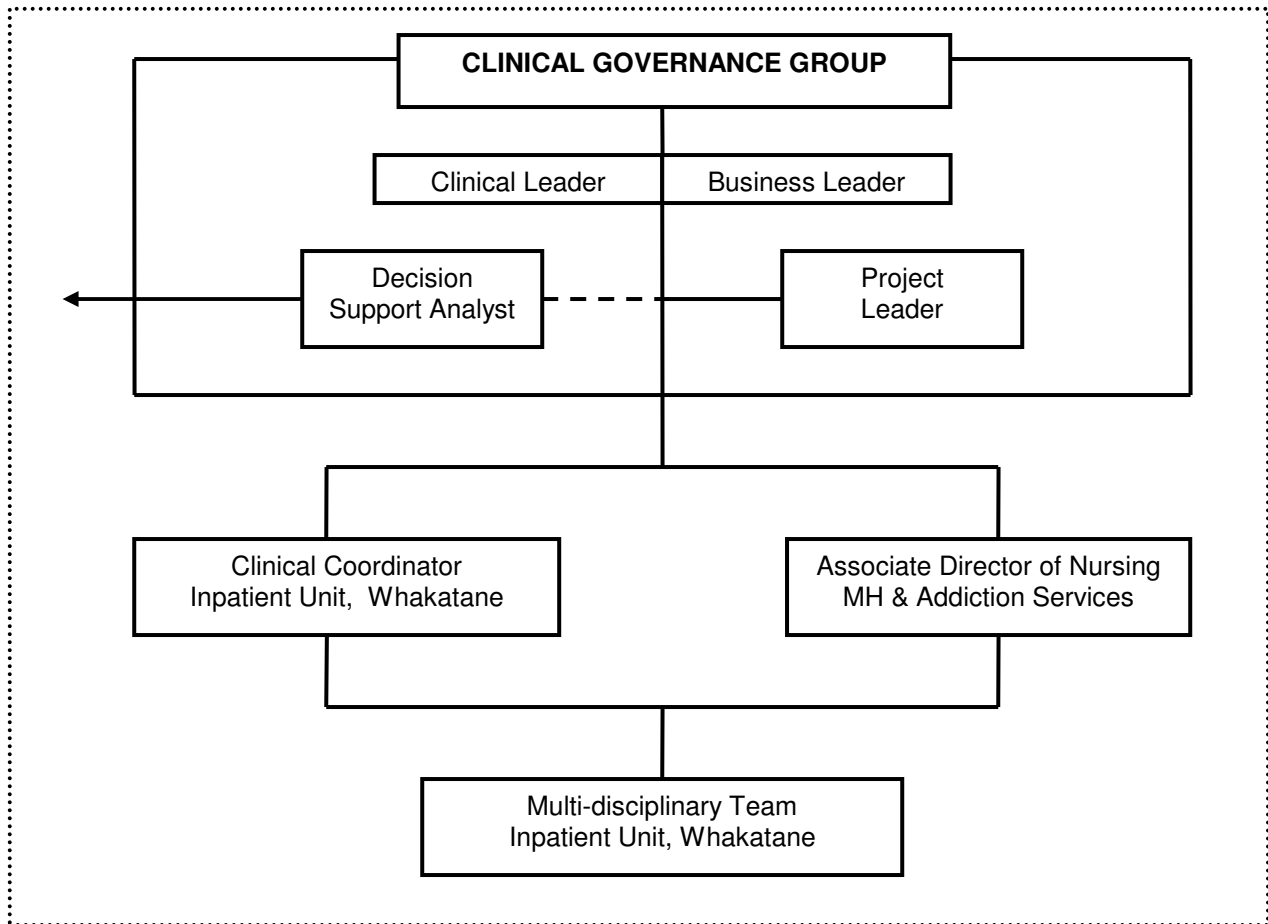
### Position Description

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| <b>Position No:</b>     | 19711-114  |
| <b>Position:</b>        | Registered Nurse,<br>Mental Health Inpatient Unit, Whakatane   |
| <b>Report To:</b>       | Clinical Co-ordinator Inpatient Unit<br>Mental Health & Addiction Services, Whakatane  |
| <b>Responsible For:</b> | Nil Staff  |
| <b>Location:</b>        | Inpatient Unit, Whakatane  |
| <b>Hours Of Work:</b>   | 80 hours per fortnight (full time rostered duties)   |
| <b>Liase With:</b>      | Multidisciplinary team<br>Day Programme Team<br>Community Teams<br>Mental Health Service clients<br>Child & Youth Team<br>Maori Health Services<br>After Hours Managers<br>Nurse Educator – Mental Health<br>Associate Director of Nursing – Mental Health |
| <b>Date:</b>            | 23.7.07  |

#### ORGANISATIONAL ENVIRONMENT

The Bay of Plenty District Health Board (BOPDHB) 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. The BOPDHB provides both hospital and community-based health care, and provides service from Tauranga, Whakatane and community-based venues.

## Reporting Relationships



### PRIMARY FOCUS

The health professional is employed to provide safe, effective, high quality, client focused care, using professional knowledge and skills in accordance with BOPDHB.

- ⇒ Policies and procedures
- ⇒ Scope of Practice
- ⇒ Nursing Practice Standards
- ⇒ Professional Development and Recognition pathways.

Practice is in accordance with the partnership inherent in the Treaty of Waitangi.

## **KEY TASKS AND RESPONSIBILITIES:**

### **Key Task 1: Clinical Practice**

Maintains professional practice standards of clinical practice in accordance with ethical, professional and organisational guidelines.

#### **Key Performance Measures**

- » Appropriate, effective, and objective client assessments and reports are provided.
- » Client assessments are completed within acceptable timeframes utilising the nursing process to assess, implement and evaluate care.
- » The principles and practice of partnership are incorporated in all facets of assessment, intervention, treatment and care.
- » Fully involves clients and families in all aspects of the treatment process.
- » Recovery principles are utilised and incorporated into all treatment plans/planning in conjunction with the client and or family/whanau
- » Client care is implemented in a safe, effective and timely manner.
- » Utilises and nursing practice is consistent with the NZCMHN's standards of practice.
- » Plans and priorities workload and adapts as necessary.
- » Safe discharge and referral is provided as appropriate.
- » Actively engages in and effectively utilises clinical supervision and offers/provides this to clinical staff within the Mental Health & Addiction Services as appropriate and as per the Mental Health & Addiction Services Clinical Supervision Policy.
- » Participates in the development and formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered, ensuring consumer representation and client/family focus.
- » Safe triage of crisis calls to inpatient unit after hours

### **Key Task 2: Communication and Team Work**

Interacts effectively with clients, family/whanau, community groups/agencies and other health professionals

#### **Key Performance Measures**

- » Works effectively as a member of a multi disciplinary team demonstrating individual responsibility and accountability.

- » Engages in a collaborative service delivery approach with colleagues from the team and other Mental Health & Addiction Services to best meet the clients needs.
- » Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other Mental Health & Addiction Services appropriately.
- » Effectively utilises clear lines of communication and professional and individual accountability for practice is demonstrated.
- » Demonstrates an ability to access information systems as appropriate/required.
- » Clinical consultation is co-ordinated as required to assure the highest standard of care;
- » Appropriate clinical services and referrals are provided for the client.
- » Demonstrates a flexible approach and ability to cope with changing situations.
- » Documentation meets professional and organisational standards. Accurate and current clinical records are maintained.
- » Identifies conflict and attempts to reach a positive conclusion.
- » Co-ordinates shifts as required and manages resources in an efficient and effective manner

### **Key Task 3: Cultural Safety**

Care is client focused and planned in regard to ethnic, cultural, religious and other individual needs.

#### **Key Performance Measures**

- » Demonstrates an active understanding of the Treaty of Waitangi and its application within Mental Health and the importance of Tangata Whanau.
- » Is aware of and upholds BOPDHBs commitment to the Treaty of Waitangi and the improvement in Maori health.
- » Demonstrates awareness of own cultural background, attitudes and values
- » Cultural and spiritual needs of clients are met with sensitivity, including those of family/Whanau and significant others.
- » Consultation occurs with Te Puna Hauora/Maori Mental Health Service in relation to client care as appropriate.
- » Attends bicultural training offered by BOPDHB.

## **Key Task 4: Ethical and Legal Practise**

Clinical practice adheres to relevant legislative, company, service, New Zealand Nursing Council Code of Conduct and ANZCMHN's Standards of Practice.

### **Key Performance Measures**

- » Holds a current Practising Certificate.
- » Is aware of legislation that impacts on mental health care delivery and practices within legal boundaries. This is to include the Mental Health (Compulsory Assessment and Treatment) Act 1992, the Privacy Act 1993 (Health Information Privacy Code 1994 and the Health and Disability Act.
- » Demonstrates knowledge of legal and ethical requirements pertaining to informed consent and other procedures that may impact upon the rights of clients.
- » Considers ethical issues when involved in planning and contributing to decision making around client care.
- » Maintains currency of ethical trends, research and recommendations.
- » Regularly records and reports statistical information and data as required.
- » Takes responsibility for reading and consistently adhering to service strategic directions, values, policies and procedures.

## **Key Task 5: Management of the Environment**

Promotes an environment which maximizes client safety, independence, quality of life and health.

### **Key Performance Measures**

- » Assesses risk factors and identifies strategies that maintain own, client and others safety.
- » Identifies and reports hazards.
- » Implements nursing responses, procedures and protocols for managing threats to safety within the clinical environment.
- » Demonstrates an awareness and understanding of service standards, policies, procedures and universal precautions.

## **Key Task 6: Health Education**

Assists clients and groups to achieve satisfying and productive patterns of living through health education.

### **Key Performance Measures**

- » Recognises the potential for health teaching in nursing interventions
- » Evaluates client learning needs and incorporates teaching into client treatment plans.
- » Ensures the client has adequate knowledge of the effects and consequences of treatment options.
- » Recognises own limitations and determines appropriate person to deliver health education sessions.

### **Key Task 7: Professional Development**

Accepts responsibility for own professional development.

### **Key Performance Measures**

- » Attends and participates in the Mental Health Service inservice programme.
- » Undertakes additional courses to promote personal and professional development.
- » Maintains BOPDHB and Mental Health and Addiction Services mandatory certifications and additional clinical skills relevant to area.
- » Maintains an up-to-date knowledge of care/treatment/research in the area of community mental health.
- » Participates in performance review process.
- » Participates in service evaluation as required.
- » Identifies goals for personal learning and development of practice

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task requested by their Clinical Co-ordinator.

## PERSON SPECIFICATION

### Essential Criteria

- » Registered Nurse (Scope of Practice - Mental Health)
- » Current Annual Practicing Certificate.
- » Demonstrates a sound knowledge and understanding of mental illness and risk assessment in relation to acute mental health care.
- » Current clean motor vehicle drivers licence.

### Desirable Criteria

- » Previous experience working with mental health clients within an acute inpatient setting.
- » Bachelor of Nursing or equivalent
- » Post-graduate qualification with a mental health focus.
- » Affiliation to an appropriate professional nursing organisation e.g NZCMHN's.
- » Experience of working within teams and knowledge of how teams work and exhibits willingness/ability to teach and/or share expertise within the team.
- » Computer literate.
- » Demonstrates a commitment to post-registration study and professional development.
- » Demonstrates cultural safety within the practice setting.
- » Have a working background in Maori communities working with health.
- » Knowledge of Tikanga and Te Reo
- » Has worked in the role as D.A.O.

### Personal

- » Demonstrates a commitment to quality.
- » Excellent communication skills and interpersonal skills.
- » Demonstrates flexibility and adaptability.
- » Able to prioritise work requirements.

- » Ability to work effectively as a team member.
- » An awareness of the Iwi within the boundaries of Eastbay Health Ltd.

**Knowledge of:**

- » Relevant legislation including Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and Disability Act and the Health Practitioner Competency Assurance Act.
- » Treaty of Waitangi and its application to the health setting;
- » NZ Health Strategy.
- » NZ Nursing Council Code of Conduct For Registered Nurses.