



## Job Description

### Community Mental Health Nurse Mental Health and Addiction Service

<b>Position Title:</b>	Community Mental Health Nurse
<b>Organisation Unit:</b>	Te Roopu Whitiara, Whangārei
<b>Location:</b>	Whangārei Mental Health Services, Northland District Health Board
<b>Responsible to:</b>	Team Leader, Te Roopu Whitiara, Northland District Health Board
<b>Primary Functions of the Position:</b>	<ul style="list-style-type: none"> <li>• Improve health outcomes, cultural safety and quality of care for Māori</li> <li>• Work as a key member of the multi-disciplinary team; providing assessment, treatment and consultation, while taking account of socio-cultural and kaupapa Māori issues relevant to the wellbeing of tāngata whaiora, within the context of their whānau</li> <li>• To provide Mental Health Nursing service as an active, supportive and collaborative member of the multidisciplinary team.</li> <li>• To practice Mental Health Nursing at a level which meets or exceeds established professional and Organisation standards, clinical practice guidelines, policies and procedures.</li> <li>• To maintain focused professional development activities and supports the professional development of colleagues.</li> <li>• To contribute to the ongoing improvement of the service and nursing by participating in the development and delivery of quality enhancement initiatives.</li> </ul>

## Functional Relationships

The Community Mental Health Nurse will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>• Te Roopu Whitiara Whangārei team members</li> <li>• Northland District Health Board's Mental Health &amp; Addiction Services employees.</li> <li>• Service Manager Mental Health &amp; Addiction Services.</li> <li>• Consumer Advisors Mental Health Services</li> <li>• Clinical Director of Mental Health and Addiction Services</li> <li>• DAMHS for Mental Health and Addiction Services.</li> <li>• District Inspector</li> <li>• Mental Health Act Administrator</li> <li>• Te Poutokomanawa</li> <li>• Professional Leader - Nursing</li> <li>• Other Health Professionals</li> </ul>	<ul style="list-style-type: none"> <li>• NGOs</li> <li>• Primary health care providers, including GPs</li> <li>• Tertiary education providers</li> <li>• NZ Nursing Council</li> <li>• Professional bodies and associations</li> <li>• Health and social support agencies</li> <li>• Iwi, hapu and whānau</li> </ul>

## Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Northland DHB:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Community Mental Health Nurse encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Mental Health Nursing Practice
- Professional Development
- Continuous Quality Improvement
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi and Engaging Māori	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Northland District Health Board Te Tiriti o Waitangi Training</li> <li>• Have a working understanding of Te Tiriti o Waitangi and its relevance to Mental Health.</li> <li>• Will work in partnership with Whānau, Hapu, Iwi and Māori Health Services/resources.</li> <li>• Will seek advice from Māori Health Workers and/or Kaumatua as appropriate.</li> <li>• Will display cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Māori.</li> <li>• Will attend educational opportunities relevant to the acquirement and maintenance of cultural competencies.</li> </ul>

Key Responsibility Area	Expected Outcomes
Mental Health Nursing Practice	<ul style="list-style-type: none"> <li>• Clinical caseload is effectively and responsibly managed, utilising professional skills and competencies to the maximum potential, based on the key worker model within the multidisciplinary team environment.</li> <li>• Assessment, planning and evaluation is carried out within agreed timeframes, compliments or is part of the Coordinated Recovery/Treatment Plan, is documented clearly and meets the standards required by Mental Health Services.</li> <li>• All clinical work utilises principles of collaborative treatment planning and demonstrates maximum use of opportunities for client/family participation and empowerment, cultural sensitivity and respect for the rights of clients and staff. Nursing care will focus on whaiora recovery and promotion of the tāngata whaiora living in as independent a manner as possible in the community and maintaining community tenure.</li> <li>• Nursing care provided meets established criteria for safety, including cultural safety and accepted standards of nursing practice.</li> <li>• Provides urgent and crisis support to whaiora and their whānau on own caseload, and where applicable, acts in their capacity as a Duly Authorised Officer during normal working hours of work.</li> <li>• Appropriate referrals are made in an effective and timely manner in consultation with tāngata whaiora and their whānau when their needs indicate involvement with other services would be appropriate.</li> <li>• Nursing care provided shows evidence of a sound theoretical base for practice, the use of reflective processes and the formation of partnerships with tāngata whaiora and their whānau, especially in the area of discharge planning.</li> <li>• Effective and regular communication is established and maintained with nursing colleagues and other members of the multidisciplinary team(s) across the continuum of care for the client.</li> <li>• Data is provided as required by the service and all documentation is completed concisely, accurately and objectively in accordance with organisational/professional standards.</li> <li>• Ability to undertake comprehensive risk assessments and establish clinically indicated management plans grounded in best practice evidence to ensure the safety and wellbeing of tāngata whaiora, their whānau and the community at large</li> <li>• Ability to complete all required Ministry of Health Key Performance Indicators within the required timeframes</li> <li>• Ability to effectively problem solve within an acute presentation and provide best evidence rationale for clinical management</li> </ul>

Key Responsibility Area	Expected Outcomes
Professional Development	<ul style="list-style-type: none"> <li>• Regularly meets, individually or in groups, with the Clinical Supervisor, Team Leader and/or Senior Nurse to discuss professional and practice issues, improvements or concerns.</li> <li>• Prepares strategies for the implementation of an individual performance development plan to maintain and extend nursing knowledge and skills, which is regularly reviewed.</li> <li>• Maintains and demonstrates currency of knowledge in Mental Health Nursing and developments in mental health practices.</li> <li>• Supervise students as per Organisation agreements with educational agencies.</li> <li>• Supervises and directs non-clinical staff appropriately to ensure safe delivery of service as required.</li> <li>• Undertakes performance appraisal with the Team Leader at least annually.</li> <li>• Utilises practice improvement and support mechanisms available, such as clinical supervision, peer review and debriefing.</li> <li>• Develops portfolio in line with Organisational Nursing Professional Development Recognition Programme.</li> <li>• Actively seeks to enhance own professional development within the financial restraints of the organisation</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>• Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> <li>• Practicing and observing safe work methods;</li> <li>• The use of safety equipment;</li> <li>• Reporting unsafe conditions or equipment; and</li> <li>• Reporting and documenting all accidents or incidents</li> </ul> </li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Northland DHB's Privacy Policies and Procedures</li> <li>• Complete mandatory induction training on Privacy responsibilities</li> </ul>

## Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

## Person Specification

### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"><li>Registered Psychiatric or Comprehensive Nurse</li><li>Current New Zealand Practicing Certificate relevant to professional qualification.</li><li>Current clean Driver's License (Private Motor Car)</li><li>Effective written, oral and interpersonal communication skills</li><li>Demonstrated commitment to continuing personal and professional development</li></ul>	<ul style="list-style-type: none"><li>Working towards P.G Certificate relevant to Mental Health nursing.</li><li>Working towards Masters of Nursing</li></ul>

### Experience

Essential	Desirable
<ul style="list-style-type: none"><li>Knowledge of mental health nursing theory, practice, legal boundaries and ethical concerns</li><li>Five years' experience in acute and/or kaupapa led community mental health nursing practice</li><li>Commitment to meaningful tāngata whaiora and their whānau participation in the delivery of mental health services</li><li>Recognises the concepts of clinical governance in a multi-disciplinary team.</li><li>Demonstrated ability to work productively in a multidisciplinary team environment</li><li>Understanding of and commitment to Te Tiriti o Waitangi and the practice of cultural safety in health care</li><li>Knowledge and/or experience of working with tāngata whaiora and/or their whānau with co-existing substance use disorders</li></ul>	<ul style="list-style-type: none"><li>Fluency or understanding of te reo Māori</li><li>Demonstrates knowledge of Mental Health Act.</li><li>Has an understanding of the concepts of Whānaungatanga.</li><li>An understanding of Tikanga o Ngāpuhi.</li><li>Demonstrates knowledge of the local areas in Te Taitokerau and the differences in terms of history, language and processes.</li></ul>

### Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"><li>Te Tiriti o Waitangi and its application to the health setting</li><li>Privacy Act (2020) and Health Information Privacy Code (2020)</li><li>Health and Safety at Work Act 2015</li></ul>	<ul style="list-style-type: none"><li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li><li>New Zealand Council of Healthcare Standards</li></ul>

## Skills & Personal Attributes

### Skills

- Demonstrates an ability to accept responsibility for a varied caseload of clients.
- A commitment to working both clinically and culturally
- Ability to work as a role model for nurses.
- Willingness to contribute/receive supervision of clinical/cultural work.

### Personal Attributes

- Recognises the importance of maintaining good physical, intellectual and spiritual health.
- Has a great sense of humour.
- Enjoys working in a Māori focussed environment.
- Recognising the importance of empowering Māori during their recovery journey
- Recognises the importance of Whānaungatanga
- Ability to work autonomously and as an active team member

## Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: .....

Signature: .....

Date: .....

## Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title .....

Signature of employee: .....

Date: .....