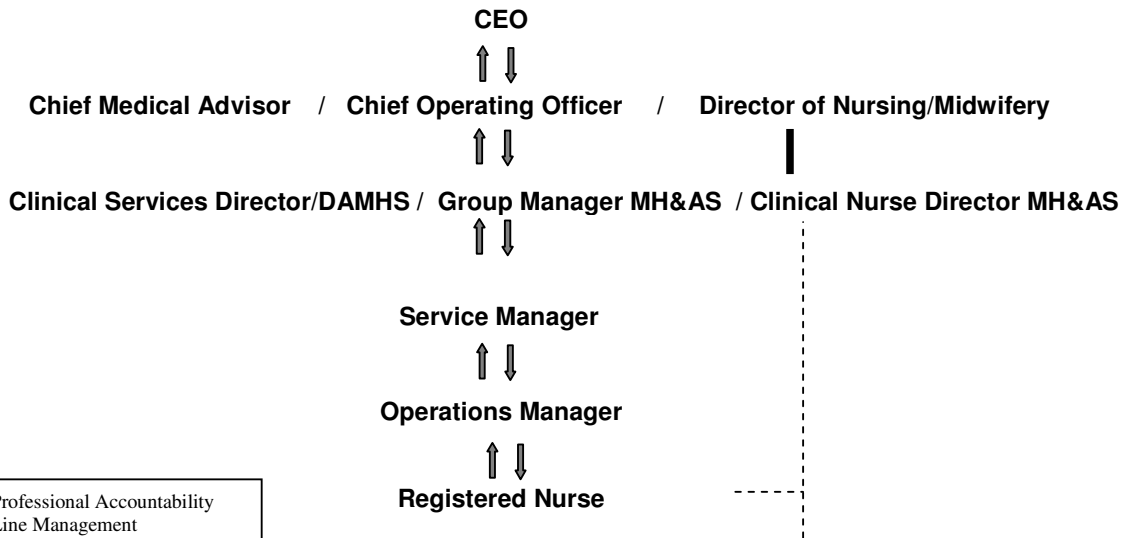


Mental Health & Addictions Service
 Approved by Clinical Nurse Director January 2009
 Midland Regional Forensic Psychiatric Service, Community Team

Clinical Area: Forensic Prison Team
Position Title: Registered Forensic Nurse
Responsible to: Operations Manager

Place in Organisation



----- Professional Accountability
 _____ Line Management

Position Holder's Name : _____

Position Holder's Signature : _____

Manager's Name : _____

Manager's Signature : _____

Date of Signature : _____

Position Description : Waikato DHB Registered Nurse – Community Mental Health
Date : July 2008

Purpose of the Position

To provide expert forensic nursing knowledge and skills to the management of prisoners with a suspected or actual mental illness.

To provide assessment, intervention, monitoring and evaluation of prisoners clinical management.

To be apart of a multidisciplinary team focussed on supporting prisoners to achieve their maximum mental health potential utilising recovery and strengths based approaches.

To work alongside referrer sources such as Corrections Services (prisons), Justice Departments (courts), General Mental Health Services, Community Probation, and Forensic Inpatients units to provide effective service options in managing prisoners mental health care.

To contribute to the seamless transition of prisoners with a mental illness from prison through liaison with mental health services, accommodation providers, family / whanau and as appropriate community and inpatient regional forensic services.

Nature & Scope of Responsibilities

Professional Practice/Framework for Practice (links to Nursing Council Registered Nurse Competencies, Domain One)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Provides consumer/tangata whaiora centred/partnership care. Uses the principles of the Treaty of Waitangi, and processes that support the Toward Maori Health Gain - Organisational Framework ○ Integrates nursing knowledge/theory into practice ○ Complies with legislation, policies, pathways procedures and standards 	<ul style="list-style-type: none"> ○ Models partnership, respecting and meeting the individual cultural needs of the prisoner. ○ Approaches for evidence based practice are evaluated, and validated for use in practice through appropriate processes and channels ○ Clarifies the scope of practice of health practitioners, the responsibilities of others, and assumes responsibilities with delegation and supervision ○ Provides nursing care and treatments that reflects the prisoners needs and demonstrates evidence based nursing practice and compliance with legislation and standards

Management of Nursing Care/Framework for Practice (links to Nursing Council Registered Nurse Competencies, Domain Two)	
<i>Accountabilities</i>	<i>Performance Measures</i>
	service delivery

Professional Practice /Development and Performance/Framework for Practice (links with Nursing Council Registered Nurse Competencies, Domain Three)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Education, development and training of others ○ Assumes responsibility for personal and professional / work, education and development. 	<ul style="list-style-type: none"> ○ Participates in the assessment of registered nurses learning needs as appropriate (colleagues and consumer/tangata whaiora) ○ Assists colleagues to acquire nursing knowledge and skills ○ Supports colleagues with service delivery / nursing ○ Educational resources are utilised and resources developed as necessary, as agreed with the Team Leader ○ Participates on groups / committees as appropriate ○ Participates in the Waikato DHB's Professional Development and Recognition Programme ○ Maintains and/or extends knowledge and skill base required for effective performance ○ Negotiates with management to attend appropriate education and training ○ Participates in own performance review annually.

Interpersonal Relationship/Framework for Practice (links with Nursing Council Registered Nurse Competencies, Domain Three)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Establishes, maintains and concludes therapeutic interpersonal relationships with prisoners. ○ Practices nursing in a negotiated partnership with the prisoner where and when possible. 	<ul style="list-style-type: none"> ○ Initiates, maintains and concludes therapeutic interpersonal interactions with prisoners. ○ Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for prisoners with mental health needs. ○ Utilises effective interviewing and counselling skills in interactions with prisoners. ○ Establishes rapport and trust with the prisoners.

Interpersonal Relationship/Framework for Practice (links with Nursing Council Registered Nurse Competencies, Domain Three)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Communicates effectively with prisoners and members of the health care team. 	<ul style="list-style-type: none"> ○ Undertakes nursing care that ensures prisoners receive and understand relevant and current information concerning their health care that contributes to informed choice. ○ Recognises and supports the personal resourcefulness of people with mental and/or physical illness. ○ Acknowledges whanau / family perspectives and supports their participation in services. ○ Uses a variety of effective communication techniques. ○ Employs appropriate language to context. ○ Provides adequate time for discussion. ○ Endeavours to establish alternative communication methods when prisoners unable to verbalise. ○ Accesses an interpreter when appropriate. ○ Discussion concerning prisoner is restricted to settings, situations and/or relevant members of the health care team.

Interprofessional Health Care and Quality Improvement/Framework for Practice (links to Nursing Council Registered Nurse Competencies, Domain Four)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Collaborates and participates with colleagues and members of the Multidisciplinary team to facilitate and coordinate care. 	<ul style="list-style-type: none"> ○ Promotes a nursing perspective and contribution within the MDT team. ○ Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area. ○ Collaborates with the prisoner and other MDT members to develop and plan care. ○ Maintains and documents information necessary for continuity of care and recovery. ○ Makes appropriate formal referrals to other health care team members and other health related sectors for prisoners who require consultation. ○ Contributes to the co-ordination of care to maximise health outcomes for the prisoner.

Interprofessional Health Care and Quality Improvement/Framework for Practice (links to Nursing Council Registered Nurse Competencies, Domain Four)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Recognises and values the roles and skills of all members of the Multidisciplinary Team in the delivery of care. ○ Participates in quality improvement activities to monitor and improve standards of nursing. 	<ul style="list-style-type: none"> ○ Collaborates, consults with and provides accurate information to the prisoner and other health professionals about the prescribed interventions or treatments. ○ Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them. ○ Reviews policies, processes, procedures based on relevant research. ○ Recognises and identifies researchable practice issues and refers then to appropriate people.

Area Specific Accountabilities	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ As per Health Waikato Key Worker policy: 	<ul style="list-style-type: none"> ○ Undertakes the role of key worker or associate worker to the identified prisoner, for a specified period of time. Undertakes responsibility for effective caseload following the prisoner processes. ○ If required, undertakes training and maintenance of knowledge to act as a Duly Authorised Officer with the requirements of Mental Health Act 1992

Health & Safety	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ To participate in and comply with the requirements of the Health & Safety in Employment Act 1992 and associated Waikato DHB policies 	<ul style="list-style-type: none"> ○ Work practices ensure safety for self and others ○ Advice or assistance is sought before commencing an unfamiliar work practice ○ Hazards are identified, control plans documented, and hazards eliminated, minimised or isolated ○ Comply with Waikato DHB incident reporting policy ○ Emergency management procedures and compulsory / compliance education and training up to date

Risk Minimisation	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ To actively contribute to minimisation activities within the service. 	<ul style="list-style-type: none"> ○ Contributes to the service's risk minimisation activities by: <ul style="list-style-type: none"> ☞ Identifying risks ☞ Notifying the manager of these ☞ Participating in the service's risk minimisation activities ☞ Complying with Waikato DHB policies, procedures, protocols and guidelines ☞ Participating in audits

Continuous Improvement	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ To actively contribute to Continuous Improvement activities within the service 	<ul style="list-style-type: none"> ○ Contributes to the service's Continuous Quality Improvement by: <ul style="list-style-type: none"> ☞ Identifying improvement opportunities ☞ Notifying the manager of these ☞ Participating in the service's quality improvement activities ☞ Providing good customer service ☞ Complying with standards ☞ Being responsive to customer requests or complaints ☞ Working to improve quality of service and customer satisfaction

Team Member	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Individual responsibilities actions and contributions enhance the success of the area/service/team and division 	<ul style="list-style-type: none"> ○ Maintains a current knowledge of relevant issues, trends and practices ○ Behaviour demonstrates cultural appropriateness and sensitivity ○ Builds and maintains productive working relationships ○ Participates as a member of designated group(s) ○ Values individual effort, innovation and creativity ○ Contributes to the service, division and organisation

Team Member	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> ○ Tiriti o Waitangi (Treaty of Waitangi) ○ Equal Employment Opportunities (EEO) 	<ul style="list-style-type: none"> ○ Work practices demonstrate and are consistent with The Toward Māori Health Gain Organisational Framework: <ul style="list-style-type: none"> ☞ Partnership and shared decision making with Māori ☞ Participation and consultation with Māori ☞ Protection of Māori needs, values and beliefs ○ Demonstrates and understanding in health of barriers and disparities that affect Maori ○ Demonstrates and encourages behaviour that recognises and is consistent with EEO principles and practices
<ul style="list-style-type: none"> ○ The staff member will perform such other duties as reasonably required by the manager in accordance with the conditions of the position 	<ul style="list-style-type: none"> ○ That all other additional duties are performed in an efficient manner, to the required time and within a negotiated timeframe.

Problem Complexity

Problems will vary dependent on the clinical presentation and the complexity of the prisoner's health care needs, including co-morbidities and risk factors.

Will be expected to deal with unexpected and emergency situations, taking a co-ordinating / leading role

Scope for Action

The Registered Nurse is accountable for the day-to-day delivery of care and management of own workload.

Issues and problems outside the scope of practice, and knowledge and skills of the Registered Nurse should be referred to a more senior nurse, or the Operations Manager.

Though individual accountability is paramount, the Registered Nurse is also expected to function within a multidisciplinary team.

Service and staff performance issues must be referred to the Operations Manager / Service Manager / Clinical Nurse Director.

The Registered Nurse has no authority for budget expenditure.

Relationships

- Internal:**
- Clinical Nurse Director
 - Clinical Nurse Specialist
 - Operations Manager
 - Services Manager

- Nurse Educator
- Other nursing staff
- Consumer Advisor
- Cultural advisors
- Multi disciplinary team
- Professional Advisors
- Administration staff
- Clinical and professional supervisors

External:

- Prisoners, and their family / whanau
- Probation services
- Lawyers
- National Forensic Services
- National prison health services
- General Practitioner's
- Prisoner Aid Residential Service
- Drug and Alcohol Services
- Consumer support networks
- Professional nursing organisations

Person Specifications

Credentials

Essential :

- New Zealand Registered Nurse
- Current practising certificate
- Attained or meets criteria to attain (**denote level**) on the Waikato DHB Professional Development and Recognition Programme
- Current NZ driver's licence

Desirable :

- Diploma in Nursing or Advanced Diploma in Nursing
- Bachelor of Nursing
- Post Graduate Studies (certificate, diploma, masters) or work towards same

Training and Experience

- Essential :**
- Minimum of 2 years post-graduate experience

Competencies

- Essential :**
- Competencies to practice as a R.N.
 - Assessment skills, and ability to reflect assessment in planning of care
 - Ability to observe and apply analytical skills
 - Demonstrated ability to work within a team, and supportive of team members
 - Effective communication skills
 - Demonstrated ability in written and oral communications
 - Sensitivity to cultural / ethnic customs, beliefs and values
 - Understanding of the principles of the Treaty of Waitangi
 - Knowledge of adult teaching and learning
 - Knowledge of continuous quality improvement outcomes
 - Ability to develop own performance measures
 - Commitment to excellence of practice
 - Takes responsibility for own actions
 - Time management skills ability to prioritise
 - Able to problem solve
 - Ability to manage stress / care for self
 - Professional demeanour
 - Initiative and ability to be flexible

Physical Activities / Work Functions

The following denote the key requirements for the job. Low-medium physical demand required.

- ☞ Standing } - will be constant to carry out the requirements for the role.
- ☞ Walking } -
- ☞ Sitting - will occur when communicating or providing personal support.
- ☞ Stairs
- ☞ Simple Grasping / Fine Manipulation - of office, medical and nursing equipment.
- ☞ Operating Machinery / Equipment – use of office, medical and nursing equipment.
- ☞ Lifting / overhead reaching }
- ☞ Carrying } will occur to carry out the Requirements for the Role.

- ☞ Pushing / Pulling
- ☞ Twisting – of the body and neck is not usually necessary but may occur with some tasks.
- ☞ Climbing / Balancing
- ☞ Crouching / Squatting / Bending - is likely to occur occasionally when required to lift items.
- ☞ Other reaching – stretching and reaching across are frequent
- ☞ Contact with skin irritants and water may occur.

Physical abilities to perform effective communication with prisoners and their family / whanau.

Physical abilities to maintain personal safety.

Intellectual, emotional, social and cultural attributes that enhance ability to engage with prisoners.

Scope of Practice

- The scope of practice for Registered Nurses is defined by the Health Practitioners Competence Assurance Act 2003
- Nursing Council scope of practice for a Registered Nurse:

Registered Nurses utilise nursing knowledge and complex nursing judgement to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct enrolled nurses and nurse assistants. They provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whanau and communities. Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, teach, evaluate and research nursing practice. There will be conditions placed on the scope of practice of some Registered Nurses limiting them to a specific area of practice according to their qualifications or experience.

- Conditions of practice (refer APC)
- Attach photocopy of current APC to the position description

Internal Level of Practice/ Clinical Privileges

- **Attach/ include the clinical privileges / level of practice authorised by Waikato DHB.** The level of practice is denoted by the Professional Development & Recognition Programme