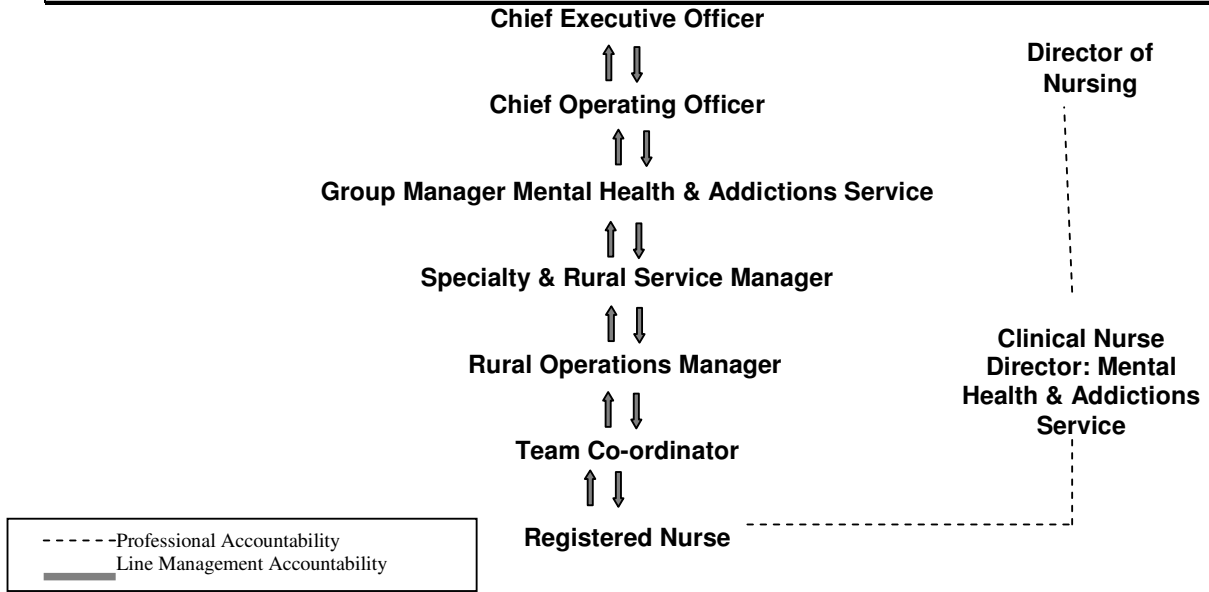


**Mental Health & Addictions Service
Position Description
February 2009**

**Specialty & Rural Services
Rural Services**

Clinical Area: Community (AMHS)
Position Title: Registered Nurse
Responsible to: Team Co-ordinator

Place in Organisation



Position Holder's Name : _____

Position Holder's Signature : _____

Line Manager's Name : _____

Line Manager's Signature : _____

Date : _____

Purpose of the Position

- As part of the Multidisciplinary Team focussed on supporting consumers to achieve the maximum mental health potential, the registered nurse contributes mental health nursing knowledge and skills in the assessment of health needs, planning and nursing care delivery in the context of a therapeutic relationship in the practice setting.
- The Registered Nurse will provide nursing assessment, treatment planning and interventions for clients whose lives are affected by a mental health disorder.

Responsibilities

Framework for Nursing Practice (reference Nursing Council Competencies)

<i>Accountabilities</i>	<i>Performance Criteria</i>
<p>Communication</p> <p>Relates in a professional manner and communicates effectively to support the client through the health care experience.</p>	<ul style="list-style-type: none"> ▪ Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for patients/consumers with mental health care needs. ▪ Applies nursing theories to mental health nursing practice and evaluates effectiveness. ▪ Utilises effective interviewing and counselling skills in interactions with patients/consumers and their families and whānau. ▪ Establishes, maintains and terminates the therapeutic interpersonal relationships with individuals and groups.
<p>Cultural Safety</p> <p>Practices nursing in a manner which the client determines as being culturally safe.</p>	<ul style="list-style-type: none"> ▪ Incorporates an understanding of the cultural context of mental health and illness into mental health nursing practice. ▪ Evaluates psychotherapeutic theories and models in relation to cultural safety principles. ▪ Applies the principles of cultural safety to nursing care and patients/consumers with mental health care needs.
<p>Professional Judgement</p> <p>Makes professional judgements that will enhance nursing practice.</p>	<ul style="list-style-type: none"> ▪ Identifies situations in a mental health setting requiring a nursing response. ▪ Assesses situations in a mental health setting in a manner that reflects an understanding of safety issues and patient/consumer needs. ▪ Identifies the mental health care needs of the patient/consumer in partnership with the patient/consumer, their family and whānau. ▪ Incorporates an understanding of therapeutic principles in planning and implementing nursing interventions. ▪ Makes clinical nursing judgements based on current nursing knowledge, psychotherapeutic principles and critical reflection. ▪ Identifies the impact of socio-political issues and the health care delivery system on the life experiences of patients/consumers of mental health services. ▪ Reflects upon and evaluates the effectiveness of professional judgements with peers and experienced mental health nurses.

Framework for Nursing Practice (reference Nursing Council Competencies)	
<i>Accountabilities</i>	<i>Performance Criteria</i>
<p>Management of Nursing Care</p> <p>Manages nursing care in a manner that is responsive to the client's needs and which is supported by nursing knowledge, research and reflective practice.</p>	<ul style="list-style-type: none"> ▪ Carries out a mental assessment status as part of a broader nursing assessment. ▪ Incorporates into mental health nursing practice, knowledge of the commonly used assessment frameworks, for example, DSM-IV. ▪ Implements mental health nursing care in a manner which facilitates the independence, self-esteem and safety of the patient/consumer. ▪ Uses a nursing framework to assess, plan and implement mental health nursing care with patients/consumers, their family and whānau. ▪ Implements mental health nursing care which demonstrates an understanding of psychotherapeutic and partnership principles. ▪ Evaluates the effectiveness of mental health nursing care in partnership with patients/ consumers, their family and whānau. ▪ Describes the commonly used psychotropic medications, their side effects and associated nursing responsibilities. ▪ Describes a range of therapeutic modalities including individual therapy, group therapy, family therapy, physical and biochemical treatments.
<p>Management of the Environment</p> <p>Promotes an environment which maximises client safety, independence, quality of life and health.</p>	<ul style="list-style-type: none"> ▪ Understands the principles of community mental health. ▪ Maintains a therapeutic environment. ▪ Considers the impact of the milieu on the mental health of the patient/consumer. ▪ Identifies potential risk factors within the mental health setting and community environments. ▪ Assesses risk factors and identifies strategies that maintain own, patient/consumer and others' safety. ▪ Implements nursing responses, procedures and protocols for managing threats to safety within the clinical environment. ▪ Identifies clinical protocols, for example, for seclusion, restraint, observation, specialising, treatment against the patient/consumer will, AWOL, self-harm, aggression. ▪ Describes basic de-escalation, calming techniques and conflict resolution.
<p>Legal Responsibilities</p> <p>Practices nursing in accordance with relevant legislation and upholds client rights derived from that legislation.</p>	<ul style="list-style-type: none"> ▪ Accesses guidelines, policies and protocols for safe mental health nursing practice. ▪ Describes the implications of legislation for mental health nursing practice; for example, the Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and Disability Services Act 1993, the Health and Disability Commissioner Act 1994, the Health Practitioners Competence Assurance Act 2003.

Framework for Nursing Practice (reference Nursing Council Competencies)	
<i>Accountabilities</i>	<i>Performance Criteria</i>
<p>Ethical Accountability</p> <p>Practices nursing in accordance with values and moral principles which promote client interest and acknowledge the clients' individuality, ability, culture and choice.</p>	<ul style="list-style-type: none"> ▪ Discusses ethical issues related to mental health nursing practice, for example, informed consent, privacy, refusal of treatment, rights for formal and informal patients. ▪ Recognises ethical dilemmas and problems arising in a mental health nursing context. ▪ Applies ethical principles to mental health nursing practice. ▪ Makes appropriate clinical judgements regarding the extent to which the patient/consumer is capable of participating in decisions related to their care. ▪ Accepts responsibility for own actions and invites feedback in relation to these actions. ▪ Consults with experienced mental health nurses when confronted with an ethical dilemma. ▪ Practices within recognised codes of ethics and codes of conduct¹
<p>Health Education</p> <p>Assists clients and groups to achieve satisfying and productive patterns of living through health education.</p>	<ul style="list-style-type: none"> ▪ Assesses the readiness of the patient/consumer to participate in mental health education strategies. ▪ Provides mental health education appropriate to the needs of the patient/consumer and within a nursing framework. ▪ Ensures the patient/consumer has adequate knowledge of the effects and consequences of treatment options. ▪ Ensures that patients/consumers receive and understand relevant and current information regarding their mental health care.
<p>Inter-professional Health Care</p> <p>Promotes a nursing perspective within the inter-professional activities of the health team.</p>	<ul style="list-style-type: none"> ▪ Identifies the role of the mental health nurse within the health care team ▪ Advocates for the patient/consumer their family and whānau within the mental health care team ▪ Provides input from nursing assessments to participate in the decision making processes of the mental health team ▪ Describes the diagnostic criteria for major mental illness ▪ Utilises a knowledge of group dynamic to promote effective mental health team interactions ▪ Promotes the delivery of integrated and co-ordinated mental health care

Framework for Nursing Practice (reference Nursing Council Competencies)	
<i>Accountabilities</i>	<i>Performance Measures</i>
<p>Quality Improvement</p> <p>Contributes to ongoing quality improvement in nursing practice and</p>	<ul style="list-style-type: none"> ▪ Identifies significant reports, policy documents and recommendations related to mental health nursing practice, for example Mental Health Standards, Mental Health Plan.²

¹ Nursing Council of New Zealand, Code of Conduct for Nurses, January 1995, 1996, September 2004.

² Ministry of Health, The National Mental Health Standards, Wellington, Ministry of Health, June 1997.
Ministry of Health, Moving Forward – The National Mental Health Plan for More and Better Services,

Framework for Nursing Practice (reference Nursing Council Competencies)	
<i>Accountabilities</i>	<i>Performance Measures</i>
service delivery	<ul style="list-style-type: none"> ▪ Identifies the role of the professional nursing organisations in promoting professional development for mental health nurses. ▪ Accesses professional standards for mental health nursing practice, for example the ANZCMHN Standards of Practice.³ ▪ Acknowledges professional debate on mental health nursing issues. ▪ Reflects on patient/consumer, family and whānau, feedback on the evaluation of nursing care and mental health service delivery. ▪ Shares knowledge and experience with colleagues and promotes quality improvement strategies. ▪ Accesses research in mental health nursing and demonstrates a commitment to research-based practice.
<p>Professional Development Undertakes responsibility for own professional nursing development and contributes to the development and recognition of professional nursing practice.</p>	<ul style="list-style-type: none"> ▪ Identifies ongoing educational opportunities for mental health nurses⁴. ▪ Participates in appropriate clinical supervision. ▪ Identifies own learning needs in relation to mental health nursing practice and continued competence.

Area specific Nursing responsibilities	
<i>Accountabilities</i>	<i>Performance Measures</i>
<p>The following responsibilities are also required</p>	<ul style="list-style-type: none"> ▪ To provide triage and initial assessment to service users. ▪ Outreach clinics are provided to consumers of the Mental Health & Addictions Service. ▪ Client pathway is followed and adhered to. ▪ Service Specific policies are adhered to. Use and promote local Tele-conferencing facility in accordance with guidelines. ▪ Consultation and liaison occurs with Rural based Clinical Director. ▪ Productive relationships are maintained within multidisciplinary teams at all levels to enable quality nursing service delivery. ▪ Attends and participates positively in clinical and other service meetings. ▪ Liaison with other health professionals ensuring relevant information is shared.

Wellington: Ministry of Health, July 1997

³ Australian and New Zealand College of Mental Health Nurses, Standards of Practice in Mental Health Nursing, 1995.

⁴ Nursing Council of New Zealand, Draft Framework, Guidelines and Competencies for Post Registration Nursing Education, November 1997, September 2004.

Area specific Nursing responsibilities	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<ul style="list-style-type: none"> ▪ Liaise with community groups / agencies to facilitate effective utilisation of services / resources. ▪ To perform the duties of a Duly Authorised Officer, as defined in the Mental Health Act, for clients in crisis. ▪ To provide extra support to patients and staff in Thames Hospital. ▪ To offer crisis intervention assessment to clients and families/whānau. ▪ To liaise with the Henry Rongomau Bennett Centre via video link for the clinical meetings and regarding admissions and discharges.

The following accountabilities are the responsibility of all staff.

Health & Safety	
<i>Accountabilities</i>	<i>Performance Measures</i>
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 completed.

Risk Minimisation	
<i>Accountabilities</i>	<i>Performance Measures</i>
To participate in Risk Minimisation	<ul style="list-style-type: none"> ▪ Potential work related and clinical risks for the service / organisation are recognised and appropriate action taken including documentation, reporting and follow-up

Continuous Quality Improvement	
<i>Accountabilities</i>	<i>Performance Measures</i>
To actively contribute to Continuous Quality 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>
<p>Individual responsibilities actions and contributions enhance the success of the area/ service /team and division</p> <p>Te Tiriti o Waitangi (Treaty of Waitangi)</p> <p>Equal Employment Opportunities (EEO)</p>	<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. ▪ Work practices are consistent with the Toward Māori Health Gain: Organisational Framework, and demonstrate: <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 an understanding in health of barriers and disparities that affect Māori. ▪ Demonstrates and encourages behaviour that recognises and is consistent with EEO principles and practices.

Personal & Professional Development	
<i>Accountabilities</i>	<i>Performance Measures</i>
<p>Assumes responsibility for personal and professional / work education and development</p>	<ul style="list-style-type: none"> ▪ Maintains and/or extends knowledge and skill base required for effective performance. ▪ Identifies any learning needs. ▪ Negotiates with management to attend appropriate education and training ▪ Negotiates with management to attend appropriate education and training. ▪ Participates in own performance review annually.
<p>Perform such other duties as reasonably required by the manager in accordance with the conditions of the position</p>	<ul style="list-style-type: none"> ▪ All other additional duties are performed in an efficient manner, to the required time and within a negotiated timeframe.

Problem Complexity

- Comprehensive nursing assessment and care required for service users / tangata whaiora with a wide range of mental health and alcohol and drug issues.
- Working within a community setting requires highly developed skills in communication, negotiation, conflict resolution and problem solving.
- The changing and at times unfamiliar and unpredictable working environment requires good analytical skills and the ability to assess and quickly predict potential safety issues.
- The ability to prioritise workload demands and negotiate resources will be highly developed.

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, the Clinical Nurse Manager, Co-ordinator / Team leader or Clinical Nurse Director
- 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 Clinical Nurse Manager, Co-ordinator, Team leader or Clinical Nurse Director
- The Registered Nurse has no authority for budget expenditure
- Accountable to the Clinical Nurse Director for Standards of practice

Relationships

Internal :

- Rural Operations Manager
- Service Managers
- Clinical Director
- Clinical Nurse Director
- Clinical Nurse Specialist
- Nurse Practitioner
- Other nursing staff
- Consumer Advisor
- Cultural Advisors/workers
- Multidisciplinary Team
- Professional Advisors
- Administration staff
- Clinical/professional supervisors

External :

- Consumers and family/whanau and carers
- Community agencies
- Other service providers, e.g. accommodation provider and GP's
- Consumer support networks
- Professional Nursing Organisations
- Tertiary Education Institutions (Nursing Departments).

Person Specifications

Credentials

Essential :

- New Zealand Registered Comprehensive Nurse or Registered Psychiatric Nurse
- Current practising certificate
- Current NZ diver's licence (essential for some roles)

- Desirable :**
- Bachelor of Nursing/ Advanced Diploma in Nursing or equivalent
 - Post graduate studies in mental health nursing practice
 - Relevant professional development in specialist clinical skills
 - Affiliation to an appropriate professional nursing organisation e.g. NZCMHN

Training and Experience

- Essential :**
- 1 years post-graduate experience
 - CPR Training
 - Basic computer skills training
 - Evidence of consolidation of learning into practice
 - Caring and Restraint Education and competency

- Desirable :**
- Completion of one year post graduate entry to mental health nursing practice programme

Individual will be required to complete a 4-day calming and restraint education programme.

Physical Requirements

- The following denote the key physical requirements for the job
 - Standing
 - Walking
 - Sitting
 - Stairs
 - Simple Grasping
 - Fine Manipulation
 - Operating Machinery / Equipment
 - Lifting / overhead reaching
 - Carrying
 - Pushing / Pulling
 - Twisting
 - Climbing / Balancing
 - Crouching / Squatting
 - Manual handling of people
 - Other reaching

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