

POSITION DESCRIPTION

POSITION DETAILS:

TITLE: Emergency Department – Mental Health Overnight Nurse
REPORTS TO: Clinical Team Leader- Liaison Psychiatry, MHSOP and Huntington’s Disease
LOCATION: Auckland City Hospital
AUTHORISED BY: Nurse Director
DATE: February 2018

PRIMARY FUNCTION:

To meet the needs of service users and their family/whanau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and service user centred, culturally sensitive and evidence-based.

The role will include providing acute triage, assessment and treatment within the Emergency Department primarily overnight and coordinating access to the mental health service primarily overnight.

The purpose of the role is to:

1. Facilitate a single point of entry to the mental health service and coordination of acute assessment and treatment primarily overnight:
 - All presentations to ED are assessed promptly and a short term treatment plan developed and implemented to support meeting the 6 hour target
 - Provide an efficient and effective first point of entry to the service for Police, Primary Care, service users, families and ED
 - Coordination of access to the service from across mental health services
 - Coordination of resources to minimize waiting times and the necessity of using on call staff

SERVICE DESCRIPTOR

Liaison Psychiatry is based at Auckland City Hospital and provides specialist advice and consultation to services and teams within ADHB for people with concurrent physical and mental health needs. The service also provides assessment, advice and consultation to the Emergency Department at Auckland City Hospital. The multi-disciplinary team consists of Consultant Psychiatrists, Nurse Specialists, a Clinical Psychologist and Admin support.

Authorities:

FTE

Direct Reports: Nil

Budget Accountability (if applicable):

\$ NIL

Internal

Relationships		
External	Internal	Committees/Groups
<ul style="list-style-type: none"> • Other DHB mental health services • NGOs, e.g. accommodation, rehabilitation and programme providers • Family members and care givers • Consumer organisations • Police 	<ul style="list-style-type: none"> • Service Clinical Director • Portfolio Performance Manager • Clinical Team Leader • Nurse Director • Liaison Psychiatry Team • Community Acute Service (URS and PAC) • Emergency Department clinicians • Consumer Representative • Community Mental Health team members • ADHB Mental Health Services and teams • Director of Area Mental Health Services • Registrars and Consultants on call • On call managers and coordinators 	<ul style="list-style-type: none"> • Liaison Psychiatry Team Meeting

Person Specification		
Education & Qualifications	Essential	Desired
<ul style="list-style-type: none"> • Registration with Nursing with a current Annual Practising Certificate • RCpN with speciality to practice in mental health post graduate certificate; • RPN or RMN • Post Graduate qualification in relevant speciality 	<ul style="list-style-type: none"> • Level 4 Nurse • Duly Authorised Officer 	<ul style="list-style-type: none"> • Post graduate Diploma or Masters
<ul style="list-style-type: none"> • Experience 	<ul style="list-style-type: none"> • Community mental health nursing experience • Minimum of 5 years working in mental health 	<ul style="list-style-type: none"> • Experience of working with high complex needs service users and their

		<p>family/whanau</p> <ul style="list-style-type: none"> • Experience of working regionally and with other agencies
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CRITICAL COMPETENCIES:

<p>Domain One: Management of Nursing Care:</p>
<ul style="list-style-type: none"> • Uses nursing knowledge and skills to assess, plan, implement, monitor and evaluate service users/ clients/ family / whanau health needs. • Provides direct nursing care for service users to achieve best health outcomes. • Evaluates service user outcomes and reports variance to clinical pathway or best practice guidelines. • Educates and provides information to service users/family/whanau to improve knowledge of condition, self-management and prevention of complications and promotion of recovery. • Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs. • Accurately documents assessments of service users health status and response to nursing interventions and other treatments. • Applies diagnostic reasoning and professional judgement to nursing practice issues/ decisions. • Role models culturally safe nursing practice. • Fosters the provision of positive service users outcomes and person-centred care.

<p>Domain Two: Interpersonal Relationships:</p>
<ul style="list-style-type: none"> • Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes. • Promotes and participates in effective teamwork and collaborative relationships within the multi-disciplinary team. • Maintains and supports others to develop, effective therapeutic relationships with service users and family/whanau.

<p>Domain Three:</p>

Inter professional health care and quality improvement:

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for service users, families/whanau and staff.
- Contributes to evidence based nursing practice in specialty area.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards / protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in the implementation of nursing models of care appropriate to patient/client population needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Maori.
- Acts to identify and minimise organisational risk.
- Contributes to and participates in ADHB policy development.
- Participates in case review and debriefing activities as required.

Domain Four:

Professional responsibility:

- Practices within the Registered Nurse scope of practice.
- Practices in accordance with legal, ethical, cultural safety and professional standards.
- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Effectively supervises, directs and delegates to nursing students.
- Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and service user care.
- Participates in peer review/feedback.
- Pro-actively participates in own performance development and review.
- Attends educational opportunities relevant to CMHN role and scope of practice.
- Fosters the implementation of organisational and nursing goals and values.
- Promotes ADHB as a centre of excellence.
- Effectively demonstrates competency of the Practitioner level requirement of the Ministry of Health's 2008, *Lets get real* workforce development framework.

WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES

CITIZENSHIP

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

THE EMPLOYER AND EMPLOYEE RELATIONSHIP

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB's objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT

All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

PROFESSIONAL DEVELOPMENT

As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require

