POSITION DESCRIPTION

Position Details:
Title: Inpatient Mental Health Nurse (Registered Nurse)
Department: Te Whetu Tawera
Service: Mental Health Services
Reports to (title): Charge Nurse
Date: March 2010

Purpose of Position:
To meet the acute mental health treatment and care requirements for Service User/Tangata Whaiora and their family/whanau using evidence based nursing practice which is safe, effective and efficient. The role will contribute to and enhance Service User/Tangata Whaiora’s outcomes.

- Evidence based nursing care is based on comprehensive current nursing assessment, ensures continuity and integration of care, is culturally sensitive and is Service User/Tangata Whaiora centred...The Nursing practice aligns with the *Lets get real* Workforce Development framework (Ministry of Health, 2008) real skills for people working in mental health and addiction
- Duty of care well understood and actioned within a recovery paradigm

Service Description
The role will be based at Te Whetu Tawera.

- Te Whetu Tawera serves the central Auckland population of adult's aged 18-65 experiencing acute mental illness.
- Te Whetu Tawera is comprised of two open wards and an intensive care ward and operates as one integrated 58 bed unit.
- Nursing practice within the adult continuum is underpinned by the principles of Recovery and evidence based best practice.

Key Accountabilities of Position: Specific annual objectives to meet these accountabilities will be agreed separately with the one-up manager during the performance planning process

1. Management of nursing care:
- Uses nursing knowledge and skills to assess, plan, implement and evaluate Service User/Tangata Whaiora mental health and health needs.
- Provides direct nursing care for Service User/Tangata Whaiora to achieve best health outcomes.
- Evaluates clinical outcomes and reports variance to clinical pathway, protocols or best practice guidelines to Charge Nurse (CN) or Nurse Educator (NE).
- Educates and provides information to Service User/Tangata Whaiora/family/whanau to improve knowledge of health condition, self management, relapse prevention 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 User/Tangata Whaiora health status, and response to nursing and others interventions and treatments in accordance with ADHB policy.
- Applies diagnostic reasoning and professional judgement to nursing practice issues/decisions.
- Actively promotes the wellbeing of Maori and ADHB Biculturalism Policy. Role models culturally
safe nursing practice.

- Fosters the provision of positive Service User/Tangata Whaiaora health outcomes and recovery focussed care.

2. Interpersonal relationships:

- Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes.
- Promotes effective teamwork and collaborative relationships within the multi-disciplinary team and nursing teams.
- Fosters the implementation of organisational and nursing goals and values.
- Attitude is professional at all times and aligns with ADHB values and Nursing Council New Zealand codes of conduct.
- Promotes ADHB as a centre of excellence for nursing practice.

3. Interprofessional healthcare and quality improvement:

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for Service User/Tangata Whaiaora/ 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 needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Maori.
- Contributes to and participates in ADHB policy development.
- Participates in case review as required.

4. Professional responsibility:

- Practices in accordance with legal, ethical, culturally safe and professional standards as per Nursing Council New Zealand Competencies 2007.
- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Encourages/supports inquiry and critical thinking amongst colleagues to advance nursing practice and service user/Tangata Whaiaora care.
- Engages and participates in professional supervision.
- Pro-actively participates in own performance development.
- Attends and engages educational and training opportunities as discussed with Nurse Educator/Charge Nurse. There is an expectation that the nurse takes active responsibility for this
**Authorities: (as per delegated authority policy)**

**Direct Reports (total FTE): Nil**

**Delegated Authority:** As per the ADHB Policy Manual

**Budget Accountability:** Nil

### Direct Reports (if applicable):

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<th>Budget Accountability (if applicable):</th>
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### Relationships:

**External**

- Primary Healthcare Organisations
- Consumer Advisors-Mind and Body
- Other DHB Community Mental Health Centres
- NGOs
- Health and Social Support Agencies
- Courts – Liaison Services
- Nursing Council New Zealand
- Drug and Alcohol Services
- District Inspectors
- Interpreting Services
- Nursing Leaders in regional DHB’s

**Internal**

- Nurse Leader
- Nurse Advisor
- Charge Nurse
- Nurse Educator
- Nurse Specialist
- Duty Managers
- Service User/Tangata Whaiora
- Family/Whanau
- CMHC services (inc ACOS/AHBS/Transcultural/EIT/EP)
- Allied Health Professionals
- He Kamaka Oranga
- Pacifica Services - Lotofale
- Care Co ordinators
- Medical Officers
- Clinical/Medical Records
- Clerical/Administration

### Committees/Groups

- Ward /Service quality groups
- Health and Safety
- Infection Control

### Person Specification – Key Attributes

#### Essential

- Necessary for safe & effective performance in the position

#### Desired

- May contribute to immediate &/or improved performance in the position

#### Education/Work Experience

**Education & Qualifications**

- RCpN, or RPNor RMN
- Registration with New Zealand Nursing and a current Annual Practising Certificate (APC)
- Evidence of competency to practice within mental health as a Registered Nurse

**Work Experience**

- A staff nurse will be able to demonstrate in their practice the following requirements for their level
## Critical Competencies Description

### Teamwork
- Collaborates with fellow team members and works to achieve service and organisational objectives.
- Has a sound and demonstrated understanding of the role of the registered nurse within the multidisciplinary team.
- Seeks out opportunities to enable others in achieving goals.
- Actively contributes to and supports team based decisions.
- Recognises and respects individual differences.
- Actively participates to a healthy and positive workplace culture.

### Bicultural
- Understands the significance of the Treaty of Waitangi.
- Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori.
- Seeks out opportunities to enable others in achieving goals.
- Actively contributes to and supports team based decisions.
- Recognises and respects individual differences.
- Actively participates to a healthy and positive workplace culture.

### Self Management
- Sets high personal standards and strives to achieve goals.
- Is proactive and displays initiative.
- Is resilient to change.
- Understands personal and professional limitations.
- Has effective time management skills and can work to deadlines to achieve outcomes.
- Has strategies in place manage and take responsibility for own health and well being.

### Patient/Client Population focused
- Develops positive working relationships with patients/consumer, treating them respectfully and as a first priority.

### Communication/Interpersonal Skills
- Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.
- Actively listens, drawing out information and checking understanding.
- Empathises with others and considers their needs and feelings.

### Innovation
- Participates in group/unit discussions that review current practice.

### Flexibility
- Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.

### Planning and Monitoring
- Plans effectively to set goals, establishes timeframes and allocates resources.
- Able to monitor progress and address problems to achieve outcomes.