Registered Nurse
Whitiki Maurea
Community Mental Health

Date: April 2015

Job Title: Registered Nurse
Department: Whitiki Maurea (Mental Health and Addictions)
Location: 44 Taharoto Road, Takapuna or 33 Paramount Drive, Henderson
Reporting To: Service Team Leader
Direct Reports: NIL

Functional Relationships with

Internal
- Whitiki Maurea team members
- Service Team Leader
- Taurawhiri Matua (Senior Cultural Advisor)
- Kai Tohutohu Naahi (Nurse Consultant)
- Consumer Advisor
- Other Waitemata DHB mental health services
- He Kamaka Waiora

External
- Tangata whaiora and their whanau
- NGO service providers
- Primary Healthcare providers
- Consumer organizations
- Community organizations
- Government agencies
- Other mental health services

Purpose of the role
To provide nursing interventions which are recovery focused, safe, appropriate and effective. The care is based on comprehensive assessments, ensures continuity, is tangata whaiora and whanau centered and evidence based. The role works in collaboration with Taurawhiri (Cultural Advisor) and supports programme delivery

Purpose of the service
Whitiki Maurea is a Maori clinical service within the Waitemata DHB District Mental Health Services Group. We provide clinical treatment in mental health and addictions with a Maori kaupapa (cultural values and concepts) approach.
Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.

**everyone matters**
- Every single person matters, whether patients, clients, family members or staff members.

**with compassion**
- Welcoming and friendly
- Respect and value each individual
- Take time to listen and understand
- Speak up for others
- Compassionate for your suffering
- Attentive, helpful and kind
- Protect your dignity
- Reassuringly professional

**connected**
- Communicate and keep people informed
- Explain so people understand
- Teamwork with patients, whānau, and colleagues
- Give and receive feedback
- We need to be connected with our community. We need to be connected with our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients / clients and their families.

**better, best, brilliant**
- Positive we can make a difference
- Improve our service and ourselves
- Clean and safe practice
- Timely, efficient and organised
- We seek continuous improvement in everything we do. We will become the national leader in health care delivery.
## KEY TASKS | EXPECTED OUTCOMES
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### Nursing Practice
- Practice meets the standards of the profession, ethical and relevant legislated requirements
- Accepts responsibility for safety and quality of nursing practice and conduct. Accepts accountability for action, omissions and commissions
- Nursing practice is provided in a culturally safe manner and supports the principles of the Treaty of Waitangi/Te Tiriti o Waitangi: The tangata whaiora and their whanau determines care as culturally safe
- At all times applies the nursing process: skilled assessment, planning, implementation of best practice and evaluation
- The environment is managed to ensure safety
- Practice reflects competence in assessment, planning, implementation and evaluation of nursing care and clinical tests required to meet service user needs
- Care coordination is provided to a designated tangata whaiora group, in accordance with role expectation for care coordination.

### Management of nursing care
- All tangata whaiora receive a comprehensive and accurate nursing assessment to identify needs and risks/ early warning signs that will affect care plans and interventions required. Demonstrate skill in clinical health assessment in the clinical setting
- There is regular assessment/ re-evaluation of wellness and progress, and regular MDT review
- All tangata whaiora have the seven essential forms under development in a timely manner. These are re-evaluated as appropriate. Is alert to the early warning signs and acts proactively
- Nursing care is provided in a timely manner, according to a documented care plan and the skills and knowledge competencies for the specialty.
- All practice interventions are managed in a safe and appropriate manner and according to best practice guidelines. e.g. therapeutic interventions, medication administration, metabolic screening
- Documentation is accurate and maintains confidentiality of information
- Handover of tangata whaiora information is managed using best practice guidelines
- The tangata whaiora has adequate explanation of the effects, consequences and alternatives of proposed treatment options
- Nursing action is appropriate to protect the nurse
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<tr>
<th>KEY TASKS</th>
<th>EXPECTED OUTCOMES</th>
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<tbody>
<tr>
<td>and others when faced with unexpected responses, confrontation, personal threat or other crisis situations</td>
<td>• Tangata whaiora progress/outcomes are evaluated in partnership with the tangata whaiora and their whanau</td>
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<td>• Health education is appropriate to the needs of the tangata whaiora within a nursing framework</td>
<td>• Evaluation/reflection on the effectiveness of nursing care is undertaken with peers to achieve improvement</td>
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<td>• Plans include targeted outcomes and goals negotiated with the tangata whaiora and their whanau</td>
<td>• Specific clinical interventions are implemented in accordance with the Management/Risk Plan</td>
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<td>• Demonstrates flexibility and adaptability in response to workload demands, and urgency.</td>
<td>• Collaborative note writing is completed with the tangata whaiora where possible</td>
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**Interpersonal relationships**

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<tr>
<td>• Relationships with tangata whaiora and their whanau are appropriate and therapeutic to achieve agreed health outcomes</td>
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<tr>
<td>• Communication is effective with tangata whaiora, their whanau and members of the health care team in all interactions</td>
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<tr>
<td>• Liaise and advocate with others on tangata whaiora behalf.</td>
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**Inter-professional health care and quality improvement contributions**

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<tr>
<td>• Relationships with colleagues and allied health professionals are professional, positive and collaborative to facilitate and co-ordinate care that achieves health outcome</td>
<td>• Professional approach recognizes, respects and values the roles and skills of all members of the health care team in the delivery of care</td>
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<td>• Clinical safety is a priority in practice. Completes orientation, undertakes in-service education, uses the policies and procedures to guide practice</td>
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<td>• Action taken improves quality of care and practice (best practice, audit, corrective action) improves the standards of nursing practice</td>
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<td>• Participates in quality improvement activities within the service</td>
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<td>• Preceptors new nurses, student nurses and nursing interns as required</td>
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<td>• Engages in professional supervision</td>
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### Professional development

- The Health Practitioner Competence Assurance Act obligations are adhered to: maintaining competence, updating knowledge, undergoing competence assessment and annually reapplying for a practicing certificate.
- Complies with the Waitemata DHB Professional Development & Recognition Programme (PDRP) or the Te Rau Matatini Huarahi Whakatu (PDRP). Presents portfolio as per policy requirements. Annually seeks peer review and completes the competence assessment process as required.
- Undertakes on-going learning i.e. mandatory annual updates, in-service, self-learning, Waitemata DHB study days, post graduate learning.
- Engages in regular and relevant clinical and cultural supervision.
- Seeks consultation from Kai Tohutohu Naahi (Nurse Consultant) for professional and specific nursing issues.

### Culturally sensitive practice

- Works in partnership with Taurawhiri respecting the kaupapa, kawa and tikanga of Whitiki Maurea.
- All conduct towards tangata whaiora respects their mana.
- Shows understanding of and commitment to the principles of the Treaty of Waitangi (partnership, protection, participation) and importance of Whare Tapa Wha (the four cornerstones of health) te taha wairua (spiritual aspects); te taha hinengaro (mental and emotional aspects); te taha whanau (family and community aspects); and te taha tinana (physical aspects).
- To work in a way that always puts tangata whaiora/whanau needs first.
- To work within a Tikanga Maori framework.
- Cultural aspects are recognised, acknowledged and incorporated into all assessments and interventions.
- Participates in the cultural life of Whitiki Maurea. Cultural supervision is sought from Kaumatua or the MOKO Senior Taurawhiri.

### Statutory & Treaty of Waitangi obligations

- Ensures the professional and political integrity of Waitemata DHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
- Shows sensitivity to cultural complexity in the workforce and patient population.
To recognise individual responsibility for workplace Health & Safety under the Health & Safety Act 1992 & Amendments 2002

Support Waitemata DHB H&S Culture by:

All Employees

• Following & complying with H&S policies & processes & applying them to their own work activities
• Identifying, reporting & self-managing hazards where appropriate
• Early and accurate reporting of incidents at work

VERIFICATION:

Employee: ________________________________

Department Head: ________________________________

Date: ________________________________
PERSON SPECIFICATION

**POSITION TITLE:** Registered Nurse

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<th>Minimum</th>
<th>Preferred</th>
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<tr>
<td><strong>Qualification</strong></td>
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<tr>
<td>Registered Nurse scope of practice, and able to work in mental health setting</td>
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<td>Current practicing certificate in New Zealand</td>
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<td><strong>Experience</strong></td>
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<td>Recent relevant experience in mental health nursing</td>
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<td>Recently registered nurses must be engaged in, or have completed a mental health entry to specialty practice programme</td>
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<td><strong>Skills/Knowledge/Behaviour</strong></td>
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<td>• Positive manner, able to influence without conflict</td>
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<td>• Calm, even, consistent and mature personality</td>
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<td>• An active listener, values everyone’s opinions</td>
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<td>• Self-directed, proactive, uses initiative, confident skill in negotiation and consultation</td>
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<td>• Professional and sensitive approach when dealing with the needs of individuals and groups balanced with the needs of the service</td>
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<td>• Manages personal stress effectively</td>
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