Kai Manaaki Nahi: Registered Nurse

Position Description

Date: November 2017

Job Title: Kai Manaaki Nahi: Registered Nurse
Department: Auckland Regional Forensic Psychiatry Services
Location: Kaupapa Maori Unit/The Mason Clinic
Reporting To: Manager Kaupapa Maori services
Direct Reports: Nil
Functional Relationships with: Internal
Service users, health care team members, Quality Manager.
Whai i te ora (Unit Residents)
Kaupapa Whanau (RFPS Staff)
Whanau Whanui (extended family/support Communities)
External
Family/whanau members, court liaison services, prison services and others as appropriate

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.
  - Welcoming and friendly
  - Respect and value each individual
  - Take time to listen and understand
  - Speak up for others

- **connected**
  - We need to be connected with our community. We need to be connected within 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.
  - Communicate and keep people informed
  - Explain so people understand
  - Teamwork with patients, whānau, and colleagues
  - Give and receive feedback

- **better, best, brilliant**
  - We seek continuous improvement in everything we do. We will become the national leader in health care delivery.
  - Positive we can make a difference
  - Improve our service and ourselves
  - Clean and safe practice
  - Timely, efficient and organised

- **with compassion**
  - We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do every thing we can to relieve suffering and promote wellness.
  - Compassionate for your suffering
  - Attentive, helpful and kind
  - Protect your dignity
  - Reassuringly professional
**Purpose of the role**: To provide nursing care of the highest quality in accordance with the Nursing Council of New Zealand scope of practice (Registered Nurse) and the WDHB Professional Development and Recognition Plan – level 2, competent registered nurse.

**Core Objectives**

To provide an environment of hope in which whanau will grow, become empowered to be well.

To celebrate being Maori as we return to live our daily lives in the community.

To bring together practices from two world-views; Te Ao Maori (Maori World) and Te Ao Tauwi (Western World) for an effective, efficient health gain outcome for whanau.

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<tr>
<th>KEY TASKS</th>
<th>EXPECTED OUTCOMES</th>
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<tr>
<td>Provide nursing care that reflects contemporary nursing practice, applying knowledge and skills from nursing theory and research.</td>
<td>Complete and document a nursing history for each person cared for.</td>
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<td>Integrate nursing priorities into the multi-disciplinary Health Care Plan with assistance from preceptor and/or other senior staff.</td>
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<td>Nursing care planning and implementation reflects the partnership with service user and family/whanau.</td>
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<td>Care provided meets service standards and incorporates the principles of recovery.</td>
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<td>Demonstrates effective management skills in nursing practice, and within the health care team.</td>
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<td>Manages crises, and complex or unexpected situations safely and competently.</td>
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<td>Alters Health Care Plan appropriately, in response to evaluation and in consultation with preceptor, senior staff nurse, and/or multi disciplinary team.</td>
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<td>Communicates effectively with service users, family/whanau members and health team members.</td>
<td>Establishes and maintains a therapeutic relationship with services users including giving adequate explanations and reassurance.</td>
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<td>Practices in a way that ensures cultural safety for service users and their family/whanau.</td>
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<td>Recognises and puts aside own values and judgment</td>
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<td>KEY TASKS</td>
<td>EXPECTED OUTCOMES</td>
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<td>which could adversely influence communication.</td>
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<td>Communicates clearly with health care team regarding client’s progress,</td>
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<td>physical and emotional status, response to treatment and changes in</td>
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<td>therapy.</td>
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<td>Prompt, accurate and appropriate reporting to senior members of health</td>
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<td>care team.</td>
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<td>Develops therapeutic relationship balanced with setting professional</td>
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<td>boundaries.</td>
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<td>Practices nursing, demonstrating individual responsibility and</td>
<td>Seeks guidance and feedback from preceptor and/or senior nurse when performing</td>
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<td>accountability</td>
<td>new skills.</td>
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<td>Requirements of the Privacy Act and Code of Health and Disability</td>
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<td>Consumer’s Rights are met.</td>
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<td>Understands the implications of own actions and reports matters</td>
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<td>promptly.</td>
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<td>Maintains a professional appearance.</td>
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<td>Uses existing service policies and procedures in providing care.</td>
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<td>Is legally and ethically responsible and accountable for own nursing</td>
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<td>practice.</td>
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<td>Undertakes teaching learning activities with service users.</td>
<td>Plans, implements and evaluates teaching plans based on service users’ needs,</td>
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<td>ability and interest.</td>
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<td>Educates and informs individuals regarding their legal status and other related</td>
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<td>responsibilities.</td>
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<td>Is committed to on-going professional education and critical reflection on own</td>
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<td>practice. These processes are reflected within the nurse’s practice.</td>
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<td>Demonstrates individual responsibility and accountability for the</td>
<td>Performs comprehensive risk assessment with the multidisciplinary team.</td>
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<td>safety and secure containment of service users in the forensic service</td>
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<td>Practices within the framework of the areas security policy - demonstrated by</td>
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<td>security audits.</td>
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<td>Maintains a safe and secure environment for service users and others including</td>
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<td>family/whanau advocates, lawyers etc as required.</td>
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| Assists and supports the Unit Manager in clinical and managerial functioning of the ward. | Consistent management philosophy and practice is followed.  
Patients' needs are met within the legal constraints which operate.  
Correct procedures are followed  
Staff rosters are maintained. Unit functions within budget.  
Patient, staff and community safety is not compromised.               |
| Contributed to ongoing quality improvement in nursing practice and service delivery. | Improvement in nursing care reflected through evaluation of quality processes.                                                                        |
| Statutory & Treaty of Waitangi obligations                                | • Ensures the professional and political integrity of WDHB 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 | NOTE: DELETE THE SECTION BELOW IF THE ROLE IS NOT A MANAGERIAL ROLE                                                                                   |
| Support WDHB H&S Culture by:                                            |                                                                                                                                                     |
| All Level Managers                                                       | • Following, implementing & ensuring compliance of all H&S policies & processes  
• Planning, organising & managing H&S activities directed at preventing harm & promoting wellbeing in the workplace  
• Ensuring a safe working environment & safe working practices through the Safe Way of Working H&S system |
| Support WDHB 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                                                                 |
# PERSON SPECIFICATION

**POSITION TITLE:** Registered Nurse

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<th>Minimum</th>
<th>Preferred</th>
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<td><strong>Qualification</strong></td>
<td>Registered Nurse with an Annual Practicing Certificate without stipulated conditions of employment.</td>
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<td>Registered Nurse with an Annual Practicing Certificate with conditions of employment stipulating mental health (to work in mental health areas of the service only).</td>
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<td>Current PDRP</td>
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<td>Full drivers License</td>
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<td><strong>Tikanga Maori</strong></td>
<td>Willingness to participate in all Unit activities, including marae based hui, and language competency.</td>
<td>Evidence of professional and/or personal involvement with Iwi, marae, community based Maori cultural, social, economic environmental, health activities.</td>
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<td><strong>Experience</strong></td>
<td>At least one year experience in mental health nursing.</td>
<td>Ideally this experience should be in forensic mental health nursing.</td>
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<td><strong>Skills/Knowledge/Behaviour</strong></td>
<td>Knowledge of the Treaty of Waitangi and its implications in the health sector.</td>
<td>Commitment to ongoing education</td>
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<td>Understanding of recovery models</td>
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<td>Excellent communication and interpersonal skills</td>
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<td>Problem solving abilities</td>
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<td>Self-motivation</td>
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<td>Ability to work within a team and also independently</td>
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