Date: November 2019

Job Title: Nurse Practitioner Mental Health, Older People

Department: Mental Health Services for Older Adults, Specialist Medicine and Health of Older People

Location: Rodney District

Reporting To:
- Operations Manager, Mental Health Services for Older Adults
  For meeting performance objectives and service strategies
- Clinical Nurse Director Community & Specialty Practice
  For meeting professional nursing standards

Direct Reports: None

Functional Relationships with:
- Internal
  - Director of Nursing & Midwifery
  - Associate Director of Nursing, Acute and Specialist Medicine
  - Clinical Director MHSOA
  - Psychogeriatricians, Registrars and RMOs
  - Clinical Nurse Specialist MHSOA
  - Nurse Educator MHSOA
  - Community nursing staff
  - Community psychologists and allied health staff
  - Head of Division Nursing GMHS
  - Senior nursing staff GMHS
  - Geriatricians
  - Team Managers, MHSOA
  - Charge Nurse Manager, KMU
  - Nursing and allied health staff
  - Gerontology Nurse Practitioners
  - Gerontology Nurse Specialists
  - WDHB Nurse Practitioners
  - Nurse Educator MHSOA
  - Other WDHB Nurse practitioners and clinical nurse specialists

- External
  - Service users and their families/whanau / significant others
  - Nursing Council of New Zealand
  - NZ Nurse Practitioners
  - Ministry of Health
  - Tertiary Institutions
  - General Practitioners
  - Practice nurses
  - Other Primary Care providers
  - Voluntary organisations
  - Residential aged care facility staff
Our DHB 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 service as a reminder to us all about how we are with our patients and with each other.

Purpose
To practise both independently, and in collaboration with, Psychogeriatricians, General Practitioners and other health care professionals; service users, families, whanau and communities to promote health, and to diagnose, assess and manage the mental health needs of the WDHB older adult population, across the care continuum.
### KEY ACCOUNTABILITIES

**Domain One**
*Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions*

#### Professional responsibility and leadership

**Professional responsibility and leadership**  
*This domain contains competencies that relate to professional understanding of the role of the nurse practitioner and the associated responsibilities and leadership. This includes competencies reflecting the ability to provide clinical leadership to population/client groups and within the profession of nursing.*

- Practices within a nursing model to apply advanced nursing practice in the provision of health care services to older people with mental health needs.
- Describes the nursing model/framework identifying the values and beliefs that underpin and guide their specialist area of practice.
- Defines Older Adult Mental Health nursing practice including activities of health promotion, maintenance and restoration of health, preventative care, recovery.
- Articulates the older adult mental health nurse practitioner area of practice, that is characterised by advanced practice, evidence based nursing knowledge and skills.
- Demonstrates autonomous, interdependent and collaborative practice in relation to client care and within the health care team.
- Engages in activities at a local systems level that promote the positive contribution of nursing to health care delivery and health outcomes for older people with mental health needs.
- Describes clinical decision making processes involved in response to actual and potential health needs and characteristics of the population group.
- Articulates an advanced level of knowledge and describes the evidence that underpins decision making.
- Demonstrates an advanced level of critical thinking in practice.
- Demonstrates ability to use advanced knowledge to effect equity of health outcomes for all service users.
- Demonstrates accountability for practice in relation to the Older adult population with mental health needs and the parameters of practice within health care settings.
- Demonstrates advanced practice competencies within older adult mental health practice that is autonomous and collaborative.
- Demonstrates timely referral and consultation when an issue is outside scope of practice or level of expertise/experience.
- Collaborates, initiates and leads to ensure practice is informed by ethical decision making.
- Demonstrates consideration of access and quality when making client care decisions.
## KEY ACCOUNTABILITIES

### Domain One

Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions

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<tr>
<td>• Initiates and leads professional development processes based on professional practice standards and legal and ethical guidelines.</td>
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<td>• Collaborates, initiates and/or leads professional development processes based on peer supervision and review of currency of practice.</td>
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<td>• Demonstrates nursing leadership that positively influences the health outcomes of older people with mental health needs and the profession of nursing.</td>
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<td>• Takes leadership roles in complex situations across settings and disciplines.</td>
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<td>• Considers the impact of the wider determinants of health including emerging health policy and funding and modifies practice accordingly.</td>
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<td>• Promotes opportunities to achieve equity of health outcomes across the population group.</td>
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<td>• Takes leadership roles in community and professional groups to achieve positive outcomes for older people with Mental Health needs</td>
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<td>• Shows leadership in professional activities such as research, scholarship and policy development.</td>
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<td>• Demonstrates skilled mentoring, coaching and teaching of health care colleagues.</td>
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<td>• Contributes to, and participates in, national and local health and socioeconomic policy development.</td>
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### Domain Two

Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence

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<tr>
<th>Management of nursing care</th>
<th>Demonstrates advanced comprehensive service user health assessment skills and diagnostic decision making relevant to older people with mental health needs.</th>
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| This domain contains competencies related to independent and collaborative practice in delivering and managing client care within a specialty area of practice. | • Demonstrates advanced clinical decision making processes to;  
  – assess the service users health status; and  
  – make differential, probable and definitive diagnoses; and  
  – implement appropriate interventions based on a systematic decision making process  
• Evaluate service user response to care. Orders and interprets diagnostic tests and makes decisions/interventions based on |
The practice of a nurse practitioner is at an advanced level and extends across a range of situations and contexts. Competencies include the ability to think critically and to advance nursing practice and health care outcomes.

- Prioritises data collection and assessment processes in complex situations according to the service user’s immediate and/or on-going needs.
- Consults and refers to other health professionals appropriately.
- Demonstrates advanced practice in direct service user care within a range of contexts and situations.
- Anticipates situations and acts appropriately to manage risk in complex service user care situations.
- Demonstrates a creative, innovative approach to service user care and nursing practice.
- Decision making is justified by extensive knowledge base and contextual data.
- Uses critical thinking to plan practice according to contextual factors.
- Identifies a clear process for consultation and collaboration with client and other health professionals.
- Consistently involves service user in decision making processes and uses client information to determine management strategies.
- Actively explores the service user’s cultural preferences, health behaviours and attitudes regarding care and incorporates information into management plan.
- Actively explores service user’s ability to participate in care and incorporates information into management plan.
- Ensures service user has access to and understands relevant information and resources on which to make informed decisions regarding care.
- Documents service user involvement in decision making
- Demonstrates confident and independent practice that is based on the synthesis of theory and practice knowledge from nursing and other disciplines.
- Decision making is based on an advanced level of clinical judgement, scientific evidence, critical reasoning and client determined outcomes.
- Demonstrates an extensive knowledge base in older adult mental health area of practice and applies knowledge of biological, pharmacological and human sciences.
- Demonstrates advanced level skills and performance of interventions relevant to older adults with mental health needs
- Provides clinical leadership in the effective use of information technologies to support practice decisions.
Nurse Practitioner
Mental Health, Older People

Position Description

- Uses a formal approach to monitor and evaluate service user responses to interventions.
- Provides clinical leadership in evaluating service user responses to interventions and directs the modification of the care plan accordingly.
- Systematically documents and communicates evaluation process and changes to management plan.
- Demonstrates evaluation processes that measure the efficacy of practice to service outcomes, population based outcomes and the health care environment.

Domain Three
Includes accountability for interpersonal and therapeutic communication with clients/patients/service and members of the health care team.

- Establishes therapeutic relationships with service users that recognise the service user in context and respects cultural identity and lifestyle choices
- Actively assesses service user’s preferences and abilities and ensures service users have access to appropriate information on which to base decisions.
- Is proactive in meeting the cultural, social and developmental needs of service users
- Demonstrates respect for differences in cultural, social and developmental responses to health and illness and incorporates health beliefs of the individual/community into assessments and plans of care.
- Promotes service user’s participation in health care decision making and self-management of health needs.
- Advocates for service user within the health care team and with relevant agencies in a timely and respectful manner.
- Contributes to clinical collaboration that optimises health outcomes for the service user.
- Leads and collaborates with other health agencies/professionals to ensure timely access and smooth transition to quality services for the service user.
- Leads case reviews and debriefing activities.
- Initiates change and responds proactively to changing systems.
- Is an effective resource and consultant for interdisciplinary clinical staff and disseminates research findings.
- Acts as an agent to foster collaboration between members of all disciplines in the health care team to work towards seamless service user care.
Domain Four
Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team

### Interpersonal and interprofessional care and quality improvement

The nurse practitioner operates within a nursing framework and ensures the centrality of the client in all aspects of practice. Health outcomes are evaluated and advanced through quality improvement and scholarship activities.

- Participates in service development and strategic leadership to enhance the service user experience, application of values in practice. Undertakes/leads specific or organizational portfolio responsibilities. Includes assisting in implementation and management of initiatives to address differential access to healthcare services for Maori.
- Researches, evaluates, develops and implements standards of nursing and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB

### Personal and professional development

- Seeks regular professional supervision to discuss how to address areas of difficulty and review quality of practice.
- Personal professional development is actively pursued by active participation in appropriate in-service or post graduate education, reading relevant literature or seeking other resources
- Is willingly engaged in developments in order to develop personal skills and enhance service performance
- Has presented own portfolio for assessment that meets the accepted standard, annually seeks feedback on performance and presents a portfolio without prompting
- Promotes and supports the Professional Development & Recognition Programme, coaches and supports the development of nurses

### Recognises Individual Responsibility for Workplace Health and Safety (under the Health and Safety at Work Act 2016)

- Recognizes Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies relevant to working, particularly in the community, are read and understood and relevant procedures applied to their own work activities. Workplace hazards are identified and reported, including self-management of hazards where appropriate

### Specific Key Responsibilities /KPIs relevant to practitioner role

#### Prescribing practice

- **Prescribing practice**
- **Nurse Practitioners are able to prescribe under the Medicines Act 1981 and**
- Understands the regulatory and legislative frameworks, contractual environment, subsidies, professional ethics and roles of key government agencies associated with prescribing.
- Prescribes and administers medications within legislation, codes, scope and specific area of practice and according to established
### Specific Key Responsibilities /KPIs relevant to practitioner role

| the Medicines Regulations 2005. This domain describes the competencies to be achieved by those applicants seeking prescribing rights. | prescribing processes and New Zealand guidelines.  
- Demonstrates accountability and responsibility in prescribing practices using evidence to make risk benefit assessments.  
- Collaborates, consults with and provides accurate information to the client and other health professionals about prescribing relevant interventions, appliances, treatments or medications.  
- Demonstrates an understanding in the use, implications, contraindications and interactions of prescription medications and with any other medications.  
- Applies knowledge of the age-related pharmacokinetic differences and the implications for prescriptive practice on service users within the specific area of practice.  
- Demonstrates an ability to limit and manage adverse reactions/emergencies/crises.  
- Recognises situations of drug misuse, underuse and overuse and acts appropriately.  
- Monitors the effectiveness of the service user’s response to prescribing and is actively involved in pharmacovigilance and drug monitoring. |

### Nurse practitioner scope of practice

Nurse practitioners are expert nurses who work within a specific area of practice incorporating advanced knowledge and skills. They practise both independently and in collaboration with other health care professionals to promote health, prevent disease and to diagnose, assess and manage people’s health needs. They provide a wide range of assessment and treatment interventions including differential diagnoses, ordering, conducting and interpreting diagnostic and laboratory tests and administering therapies for the management of potential or actual health needs. They work in partnership with individuals, families, whanau and communities across a range of settings. Nurse Practitioners prescribe medicines within their specific area of practice. Nurse Practitioners also demonstrate leadership as consultants, educators, managers and researchers and actively participate in professional activities and local and national policy development.

I will practice according to the expectations of a Nurse Practitioner

### VERIFICATION:

| Employee: | ___________________________ | Manager: | ___________________________ | Date: | ________ |
## PERSON SPECIFICATION

**POSITION TITLE:** Nurse Practitioner - Mental Health, Older People

### Qualifications
- Registered Nurse RCpN, RGON, BHSC with current Annual Practising Certificate
- Nurse Practitioner as approved by the Nursing Council of New Zealand
- Masters in Nursing, prescribing practicum

### Experience
- Contemporary older adult mental health nursing experience, having worked at an advanced practice standard in the relevant practice setting.
- Recognised as an advanced practitioner, respected by the multidisciplinary team
- Experienced in use of evidence to inform practice, ability to research contemporary practice, prepare education resources

### Personal attributes
- Positive manner, able to influence without conflict
- Calm, even, consistent and mature personality. Manages personal stress effectively. Maintains resilience. Appropriate use of humour
- Efficient, effective and committed to improvement, ‘can-do’ attitude
- Inspires a Shared Vision, Enables Others to Act, Models the Way, Encourages the Heart, Challenges the Process
- Sensitive and constructive in responding to the needs of individuals and groups, is confidential, acts with integrity and addresses issues professionally
- Excellent communicator, highly articulate, an active listener, has a way of valuing everyone’s opinions
- Reputation for excellent nursing practice and ability to coach and guide others to meet patient needs. A credible role model.

### Skills / Knowledge / Behaviour
- Demonstrated ability to effectively share clinical knowledge with others and help transform practice
- Self-directed/use of initiative, confident skill in negotiation and consultation
- Upholds confidentiality with a reputation for high integrity and discretion
- Demonstrated confident collaborative approach in team practice, enhancing the capability and contribution of the team
- Seeks guidance and supervision
- Has experience in maintaining good relationships to ensure continuity of care and integration, hospital and community care
- Contributes to the wider nurse practitioner team activities
- Dynamic, innovative and creative presentation skills
## Personal Attributes

1. **Personal Attributes**
   - Positive and enthusiastic
   - Possesses a good sense of humour
   - Strong and self-reliant
   - Calm and mature
   - Consistent
   - Realistic
   - Some awareness of the Health and Safety impacts on an organisation
   - Seeks advice and guidance from colleagues and other disciplines as required
   - Self-directed and motivated

2. **Teamwork**
   - Sensitive and constructive to others
   - Seeks out opportunities to support others in achieving goals
   - Effectively shares information with colleagues
   - Inclusive of colleagues
   - Resilience, flexible and willing to work across a range of clinical settings

3. **Self-Management**
   - Recognises and respects individual differences
   - Develops positive working relationships with staff and managers
   - Identifies and seeks to meet their needs.
   - Treats them as first priority
   - Upholds confidentiality, behaves with integrity and discretion
   - Positive professionally mature

4. **Communication skills**
   - Very strong written and verbal communication skills
   - Excellent communicator – clear and complete at all times
   - Sets high standards and strives to achieve challenging goals
   - Displays drive and energy and persists in overcoming obstacles
   - Acts as a good health and safety role model to others
   - Acts in a positive manner
   - Copes well under pressure, is resilient to change and understands personal limitations
   - Is proactive and displays initiative
   - Is able to communicate effectively on the phone and via computer and face to face with a variety of people
   - Is able to communicate without engendering conflict

5. **Learning**
   - Makes effective decisions within appropriate timeframes and levels of responsibility
   - Knows when to ask for help