Registered Nurse, Liaison Psychiatry, ED North Shore

Date: July 2016

Job Title: Registered Nurse
Department: Liaison Psychiatry
Location: North Shore Hospital, Waitakere Hospital
Reporting To: Team Leader
Hours: Rostered shifts, 0800 - 2300, seven days per week
Direct Reports: None

Functional Relationships with:
Internal
- Consumers
- Caregivers
- Family/Whanau
- Members of the Liaison Psychiatry Team
- District Mental Health Services
- Northern Portfolio Manager
- Associate Director of Nursing, Mental Health
- Physical Health Services
  - acute inpatient
  - outpatient
  - ED/North Shore
External
- Primary Care Providers e.g. GPs
- Regional Alcohol and Drug Services
- Regional Forensic Psychiatry Services
- Community Agencies
  - Statutory
  - NGO
  - Voluntary
- Other DHB providers
Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘best 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.
Registered Nurse, Liaison Psychiatry, ED North Shore

Position Description

Purpose of the role: The Liaison Psychiatry team provides mental health Consultation, intervention and liaison services to consumers of the General Hospital Services, their caregivers and clinical staff, including assessment and management of acute presentations to North Shore Hospital, and consultation and education to staff. The role operates within the multidisciplinary team which provides a collaborative model of working.

### KEY TASKS

<table>
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<tr>
<th>THE PROVISION OF MENTAL HEALTH NURSING FOCUSED ASSESSMENTS AND INTERVENTIONS TO THE TARGET CONSUMER GROUPS</th>
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### EXPECTED OUTCOMES

- Mental Health problems, which have been unrecognised or undetected, are identified.
- The impact of mental health problems due to physical illness is minimised.
- Psychiatric morbidity in consumers with physical health problems is reduced.
- Comprehensive risk assessments including psychiatric, psychological and cultural are provided.
- Consumers who present with abnormal illness behaviours and/or complex presentations (including recurrent presentations for medically unexplained symptoms) are identified, and appropriate interventions are offered.
- Therapeutic interventions with individual consumers, families or groups are provided using techniques and models that are evidence based.
- All efforts are made to meet the wishes and needs identified by consumers and their family/whanau and to work in collaboration with them about their health.
- Interventions are culturally appropriate and sensitive to individual needs.
- Professional standards, which are contemporary and evidence based are maintained and monitored via regular peer and intra-disciplinary review.
- National Suicide prevention guidelines are followed.
- Is accountable for the care and intervention decisions made within the defined scope of practice.

- To triage Consumers with mental health related issues, presenting to ED, including those who are escorted by police to ED for
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| assessment. | - To assess Consumers, presenting to ED with acute mental health needs, in a timely manner.  
- To assess and/or refer Consumers to agencies that can more appropriately meet their individual needs.  
- To assist in the management of agitated, potentially aggressive Consumers with mental health needs within the ED environment by planning care and initiating appropriate safety measures.  
- To provide support to, and coordinate with, community mental health services, for any Consumers they are referring to ED.  
- Provision of a Duly Authorised Officer (DAO) role.  
- To assist in the management of the needs of MHS Consumers who are in ED due to the lack of acute beds in MHS.  
- To provide a resource to North Shore Hospital staff inclusive of up to date management plans being available to ED staff.  
- To refer to other mental health services where appropriate i.e. Marinoto, MHSOA.  
- To advise/assist the staff in ED with the management of the needs of Consumers with medical and acute mental health needs who may also have behavioural problems.  
- Provide education and information to ED relating to mental health, as appropriate.  
- Provide input into ED policies, procedures and resources related to mental health.  
- Co-ordinate care with the acute MH unit staff if current consumer is admitted to general hospital.  
- The promotion of an environment that is psychologically minded for both staff and consumers.  
- Formal and informal teaching and interventions with non-mental health colleagues will promote the identification and incorporation of mental health needs as a routine part of their work with consumers.  
- Provision of regular education and modeling of the skills necessary to enhance consumer mental health whilst in the general hospital setting.  
- Defusing after critical incidents is offered to general hospital staff, either in groups or individually.  
- There is early detection and intervention in potentially stigmatising situations for consumers who present with mental health problems. |

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### KEY TASKS

- The provision of nursing focused liaison and consultation to general hospital teams as a tool to improve care.

### EXPECTED OUTCOMES

- Advocacy and liaison for consumers with resultant reduction in discrimination and the promotion of optimal interventions is evident.
- Positive working relationships are maintained with all disciplines.

- Active participation in case conferences and ward review of consumers referred to the service occurs.
- There is active participation in case consultations for complex presentations, which will enhance consumer outcomes and the transfer of skills in consumer management to the primary care givers.
- There is involvement in regular case consultation/review within the Consultation Liaison Psychiatry team to ensure the service provides appropriate specialist skills as indicated.
- Collaborative relationships with primary caregivers in the general hospital setting are developed.
- Contributions to multidisciplinary clinical discussions and decisions are appropriate and professional.
- Provides informal coaching for non-mental health staff in the context of a consultation model.

- Regular teaching in structured learning sessions to general nursing and allied staff within the Waitemata Health learning framework is offered.
- Regular contribution towards formal learning in the general hospital setting e.g. grand rounds and journal clubs.
- A contribution is made toward planning, service development and research.
- Actively contributes to the development of policies which directly impact on the mental health of consumers and general hospital staff.
- Involvement in promotion of the utilisation of specialty mental health nursing practice in the culture of the clinical areas.
- Evidence of ongoing professional development, clinical supervision and advancing mental health practice at advanced level.
- All interventions reflect contemporary mental health practice within the New Zealand context, and meet guidelines, standards and legislative requirements.
- Appropriate referrals are made in a thorough and timely manner.

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| Personal and professional development is maintained, and the Waitemata PDRP programme is attended to. | - Attend regular meetings with manager as required  
- Regular professional supervision occurs to address areas of difficulty and review quality of practice  
- Professional development is actively pursued by active participation in appropriate in service or outsourced education, reading relevant literature or seeking other resources  
- Training and development needs are regularly identified  
- A current portfolio of an appropriate level is maintained and updated as required. |
| 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 and Safety at Work Act 2015 | **Contribute to a safe and healthy workplace at WDHB by:**  
**All Employees**  
- Following & complying with H&S policies & processes & applying them to their own work activities, including using/wearing Personal Protective Equipment as required.  
- Participating in activities directed at preventing harm & promoting well-being in the workplace  
- Identifying, reporting & self-managing hazards where appropriate  
- Early and accurate reporting of incidents at work and raising issues of concern when identified. |
## 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 Psychiatric Nurse or Comprehensive Nurse</td>
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<td>Post Graduate certificate or Diploma in Mental Health Nursing, or evidence of an ongoing commitment to continuing education.</td>
<td>Master in Nursing with Mental Health endorsement or evidence of an ongoing commitment to continuing education.</td>
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<td>Current Practicing Certificate</td>
<td>DAO</td>
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<td>Current Level 3 or 4 portfolio</td>
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<td><strong>Experience</strong></td>
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<td>3 years post registration with relevant mental health nursing experience.</td>
<td>5 years post graduate mental health and physical health experience in a range of acute and community settings.</td>
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<td>Experience in the application of adult learning principles.</td>
<td>Training and/or certification in adult learning.</td>
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<td>Experience in the use of Recognized therapeutic models and intervention strategies.</td>
<td>Training and/or certification in recognised therapeutic treatment modalities.</td>
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<td>Current drivers license</td>
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<td><strong>Skills/Knowledge/Behaviour</strong></td>
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<td>Demonstrates a high level of contemporary nursing knowledge and skill across a wide range of the health and illness spectrum</td>
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<td>A confident and clear communicator with good interpersonal and conflict resolution/defusion skills</td>
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<td>Able to work autonomously but also within a multidisciplinary team framework.</td>
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<td>Works collaboratively and sensitively to respond to the needs of individuals and groups</td>
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<td>Calm, mature, and innovative</td>
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individual who models addressing their own stress management needs effectively.