Date: April 2015

Job Title: Clinical Nurse Specialist: Mental Health, older people

Department: Mental Health Services for Older Adults

Location: North Shore, Waitakere and Rodney Community

Reporting To: Clinical Nurse Director Community and Specialty Practice

Direct Reports: Nil

Functional Relationships with:

Internal:
- Director of Nursing & Midwifery
- HOD Nursing, MedHOP
- Operations Manager, OA&HH
- MHSOA:
  - Clinical Director
  - Unit Manager MHSOA
  - Medical staff
  - Team Leaders
  - Charge nurse manager, KMU
  - Nurse Educator
  - Nursing staff
  - Allied health staff
  - Pharmacy staff
  - NASC

External:
- Service users & significant others
- General Practitioners
- Practice Nurses
- Residential aged care facilities staff
- Tertiary services
- NGO mental health providers
- Auckland Metro MHSOA nurses
- National MHSOA NPs and CNSs

Other:
- Adult Mental Health Service
- nurse advisors, specialists, educators
- medical staff and managers
- Psychiatry liaison service
- Gerontology Nurse
- Practitioners and Specialists
- Dementia Nurse Specialist

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

**Purpose**

- Advanced practice nursing role that provides specialist advice on management and approaches to care delivery for older people presenting with complex mental health needs.
- Includes coordination of care across primary, community, secondary and residential care settings.
- Teaches / coaches to support care delivery and supports best practice initiatives
- Leads the development of best practice protocols, and guidelines
- Provides education and support to all MHSOA staff on new mental health directives and initiatives
### Domain One  Professional responsibility

*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*

<table>
<thead>
<tr>
<th>Professional Leadership and Expertise</th>
<th>Domain One</th>
<th>Professional responsibility</th>
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</thead>
<tbody>
<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements</td>
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<tr>
<td>• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.</td>
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<td>• Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk</td>
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<tr>
<td>• Provides advanced practice specialist nursing care in direct care delivery, contributing to the development of integrated service delivery across the continuum of care – one to one patient management and impact on practices/processes of care on populations of patients at local and system level</td>
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<tr>
<td>• Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally</td>
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<td>• Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety</td>
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<thead>
<tr>
<th>Professional Development of specialty practice</th>
<th>Domain One</th>
<th>Professional responsibility</th>
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<tr>
<td>• Participates in interdisciplinary case review processes and clinical supervision</td>
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<tr>
<td>• Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio</td>
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<td>• Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.</td>
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### Domain Two  Management of nursing care at advanced practice level

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

<table>
<thead>
<tr>
<th>Clinical Care/Care Coordination</th>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
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<tbody>
<tr>
<td>• Work in close consultation with the psychogeriatricians and other multi-disciplinary team members in the assessment, diagnosis, treatment planning and follow-up care of older people with complex needs.</td>
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<tr>
<td>• Provide skilled nursing diagnostic care/intervention for older people with complex mental health needs requiring assessment, and follow up. Acts as a resource to community and ward staff, providing updates on evidence-based practice Demonstrates appropriate expert knowledge, to share good practice and to promote excellence for older adult mental health nursing at courses, meetings and conferences as appropriate.</td>
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<td>• Work in accordance with the MHSOA protocols, policies and procedures.</td>
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<td>• Role models consistent best practice older adult mental health care.</td>
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<tr>
<td>• Works collaboratively with those referring people to the service offering advice and making recommendations for appropriate care, management and support following a comprehensive assessment. Supports the development of holistic individualized care plans; providing education, case and system review for the clinical team.</td>
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<tr>
<td>• Provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a defined patient group/area of specialty practice e.g. advance nursing oversight of the psychogeriatric population in residential aged care</td>
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**Clinical Nurse Specialist – Mental Health, older people**

**Position Description**

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<tr>
<th>Education and clinical teaching</th>
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<td>- Provides patient education to patient and family to improve patient outcomes and enable participation with their treatment</td>
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<tr>
<td>- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whānau within specialty scope of practice, demonstrating skilled mentoring/coaching, teaching and supervision. May teach at post registration level to enhance evidence based practice</td>
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**Domain Three  Interpersonal relationships and enhancing the patient experience**

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

- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships
- Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.
- Role models advanced therapeutic communication, engages patient, family and carers in care planning improving knowledge of disease/illness, self-management, prevention of complications and promotion of recovery

**Domain Four  Interprofessional healthcare and quality improvement to deliver organisational objectives**

*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team.*

**Supports Professional Activity**

- Leads the development/review of best practice pathways, protocols and guidelines in the specific area of practice that are research based. Change agent/leader
- Leads/contributes/collaborates in quality & care improvement processes, risk management and resource utilisation review, including trending and auditing and developing appropriate responses – educational, policy, advisory at patient, nurse and system level
- Identifies efficiencies through new and innovative ways of working, improve quality of care and patients experience

**Quality Improvement: Guideline and policy development**

- Participates in service development and strategic leadership to enhance the patient 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.
- Participates in clinical audits and MHSOA Quality program.
### Clinical Nurse Specialist – Mental Health, older people

#### Position Description

| Research & Audit; Evidence based practice | • Researches, evaluates, develops and implements standards of nursing practice in the specific area of practice and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB  
• Fosters inquiry, critical thinking and research skill acquisition to advance nursing practice and patient/client care. Supports other staff in the clinical management Engages locally, regionally and nationally to promote care of older people with mental health needs, and best practice Represents MHSOA nursing at meetings within the Auckland region and nationally as appropriate. Keeps up-to-date with national/local policy development and change in relation to MHSOA and disseminates appropriately within Waitemata DHB.  
• Confident use of technology. Critiques and uses research findings in practice. Participates in research. |
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<td>Workplace Health &amp; Safety</td>
<td>• Recognizes Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies 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</td>
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### VERIFICATION:

Employee: ___________________________
Manager: ___________________________  Date: __________

*Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.*

### Service description

**Identified population served by the role and patient type/client group, specialty needs, treatments offered**

- Older adults with mental health needs across the WDHB community. Service users presenting for care changes over time. Nurse initiated care according to approved protocols. Consultation with medical staff and allied health staff is required as part of professional collaboration.

**Area of advanced nursing specialty practice.**

- Advanced practice role, working within clinical pathway/guidelines/protocols and standing orders for patient groups
- Innovative, evidence based nurse-led solutions to meet service user need

**The scope of the role including the setting that care will be delivered in e.g. local, regional, national, hospital, clinical or community settings**

- Close working relationship with Medical Specialists and teams
- Engaged with advance practice nurses across WDHB, regionally and nationally

**Key points of integration and collaboration with other teams, services or providers**

- Formally presents outcome statistics

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*Waitemata District Health Board - JOB DESCRIPTION - CNS– Mental Health. Reviewed and Approved by the Director of Nursing & Midwifery April 2015*
Specific Key Responsibilities/KPIS relevant to specialty role

- Initiates assessment and treatments liaising with the medical team. Initiates ordering of diagnostic tests according to best practice guidelines and evaluates outcomes
- Implements agreed care plan and treatments, using best practice guidelines and protocols
- Accepts specific accountabilities relating to nominated role e.g. advance nursing oversight of the psychogeriatric population in residential aged care
- Promotes a safe and seamless transition for clients transitioning from adult mental health to older adult mental health
- Suggest appropriate referral to other clinical disciplines in a timely manner.
- Follows up care outcomes in liaison with specialist services and general practice
### PERSON SPECIFICATION

**POSITION TITLE:** Clinical Nurse Specialist–Mental Health, older people

| Education and Qualifications | • RCpN, or RPN. Current APC as Registered Nurse  
|                             | • Essential: Post Graduate Diploma, must include advanced mental health assessment, and physical assessment, history taking, diagnostic reasoning, and pharmacology knowledge  
|                             | • Preferred: Studying towards/completed Masters in Advanced Nursing Practice - |
| Experience                  | • At least five years post registration practice in older adult mental health nursing and multidisciplinary team practice  
|                             | • Experience of working in the community  
|                             | • Achieved RN Level 4 or equivalent in specialty with current portfolio  
|                             | • Reputation for excellence in mental health specialty practice  
|                             | • Understands the patient journey across multiple health care providers, with the ability to smooth communications and access to services.  
|                             | • Reputation for excellence in older adult mental health nursing  
|                             | • Current knowledge of the New Zealand mental health sector, especially an understanding of the issues facing older people living at home or in residential aged care |
| Skills/Knowledge/Behaviour  | • Advanced mental health assessment; physical assessment; history taking; diagnostic reasoning and pharmacology knowledge  
|                             | • Demonstrated operational management/care coordination skills  
|                             | • Clinical professional leadership  
|                             | • Confident multidisciplinary teacher  
|                             | • Project management and quality improvement processes  
|                             | • Demonstrated confidence in quality improvement to improve service delivery  
|                             | • Confident in application of basic computer programs including HCC, Concerto, Soprano, Microsoft Outlook, Windows and Excel and report writing  
|                             | • Current New Zealand Driver’s License |
| Personal Attributes Leadership | • Proactive attitude  
| People management          | • Excellent communicator  
| Teamwork                   | • Articulate, good presentation skills  
| Cultural safety            | • Self-directed and motivated  
| Self-management            | • Strong teamwork reputation, confident collaboration  
| Patient/client population focused | • Resilience  
| Communication / interpersonal skills | • Positive professionally mature  
| Innovation                 | • Able to influence without conflict, accepts constructive feedback  
| Flexibility                | • Culturally safe practice  
| Planning and monitoring    | |