Community Mental Health Nurse
Mental Health Services for Older Adults West
Clare Cottage
Position Description

Job Title: Community Mental Health Nurse
Department: Mental Health Services for Older Adults West
Location: Clare Cottage
Reporting To: Team Manager and Clinical Team Leader
Direct Reports: Nil

Functional Relationships with:
- Internal
  Locality Manager and Clinical Service Director
  Multi-disciplinary team
  MHSAO Community Teams (North/Rodney/West)
  Ward 12 (KMU Inpatient Unit)
  Other mental health services
  AT&R (Geriatric Services)
  Professional Advisor Nursing
  Consumer Advisors
  Cultural Advisors

- External
  Rest Homes, Private Hospitals
  Family/Whanau/Care Givers
  Locality Co-ordination service
  NGO’s
  General Practitioners

Purpose: To provide assessment, treatment, rehabilitation and support for clients 65 years and over with an age related mental health disorder.
### KEY TASKS

<table>
<thead>
<tr>
<th>Mental Health Services for Older People – Service Specifics:</th>
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<tbody>
<tr>
<td>• There is a general expectation that staff will have an interest in all aspects of ageing and the ageing process.</td>
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### EXPECTED OUTCOMES

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<td>• Show knowledge and skill base in the biological, psychiatric, psychosocial, culture, medico-legal and environmental aspects of ageing and the ageing process.</td>
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### Biological:

- Staff will have an interest and knowledge in cognitive impairment of ageing, diagnosis, effect and management thereof.
- Pharmacology, both of general medical and psychopharmacology and its effect on the ageing brain (depth of knowledge will vary according to professional groups).

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<thead>
<tr>
<th>Medical conditions, multiple medical conditions, disability and their psychosocial effect on individuals and carers</th>
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<tr>
<td>• Demonstrate clinical competency in such a way that the diagnostic needs of the client are met, and appropriate and timely management plans are instituted.</td>
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<td>• Improvement in outcome measures.</td>
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### Psychiatric:

- Staff will have an interest and knowledge of psychiatric conditions of ageing and their interaction with the ageing process, disability and medical conditions and their effect on carers.

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### Psychosocial:

- Staff will have a knowledge and understanding with regard to the developmental stages of ageing (Ericson’s Integration versus Despair), loss, grief, retirement and role change etc.,.
- An understanding of burden of care and carer stress and an ability to therapeutically manage this.
- An ability to work therapeutically with the aged person. It is hoped/expected that individuals will have an interest in and go on to develop competencies in specific therapies such as Cognitive Therapy, Grief Therapy, Couples work, Family Therapy.

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### Cultural:

A sensitivity and understanding of how different cultures view the ageing person. As well as an ability to readily work with cultural advisors within that culture

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| Environment:  
- An awareness of the effect of the environment and alterations that need to be made for the safety and wellbeing of the aged and the disabled aged person. |  
- Show knowledge and skill base in the biological, psychiatric, psychosocial, culture, medico-legal and environmental aspects of ageing and the ageing process. |
| Medico-Legal:  
- A working knowledge of the Mental Health Act and the Protection of Property and Personal Rights Act will be expected. |  
- Show knowledge and skill base in the biological, psychiatric, psychosocial, culture, medico-legal and environmental aspects of ageing and the ageing process. |
| Families/Whanau:  
- Demonstrates skills in support of and intervention with families/Whanau of people with severe mental illness – in particular psycho-education, problem solving and stress management approaches. Demonstrates skills in understanding carer stress and burden of care. |  
- Families/Whanau are engaged in care planning and support of their family/whanau member with mental illness; are informed regarding that illness, care/treatment options available and community resources available; and have burden minimised. |
| Internal/External Relationships:  
Demonstrates ability to maintain collaborative relationships with other Mental Health Services/Non-government Organisations that provide primary care for clients. Ability to link up with relevant other service providers where applicable. |  
- Continuation of the concept of continuity of community cares, via explicit communication channels and clear boundaries of accountability. |
| Multi-disciplinary Team:  
Active involvement in decision making within a multi-disciplinary approach. |  
- An integrated and holistic assessment of the factors which impact on client health is made, and care planning follows on from this. |
| Interacts, plans and collaborates with members of the multi-disciplinary health care team |  
- Contributes as an effective team member to promote the best patient/client outcomes.  
- Participates in team building and inter-team building activities.  
- Participates in multi-disciplinary clinical decision making.  
- Explains the nursing perspective and role to other team members  
- Establishes positive relationships with colleagues.  
- Contributes as an effective team member in service planning and quality improvement |
# Community Mental Health Nurse

**Mental Health Services for Older Adults West**

**Clare Cottage**

**Position Description**

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| The Mental Health Nurse provides nursing care that reflects contemporary nursing practice, applying knowledge and skills from nursing theory and research. | • Provides nursing assessment that includes:-  
- Mental Health assessment and nursing diagnosis  
- Health history, both mental and physical  
- Risk assessment  
- Cultural assessment  
- Psychosocial assessment  
- Signs and symptomology  
• Plans care collaboratively with clients and family/caregivers.  
• Co-ordinates care for a group of clients.  
• Client needs are identified and documented.  
• Instigates admission and discharge planning.  
• Provides accurate mental health information to clients and family respecting client/family interpretation of the illness.  
• Clinical Practice is safe, responsive to changing needs, client centred and collaborative in respect of family and clinical team.  
• Maintains a comprehensive understanding of mental illness, signs and symptoms, side effects, psychotropic medications and contemporary treatment models.  
• Client/family are assisted to participate at all levels.  
• Safety of the physical environment is maximised.  
• Calming and restraint techniques are approved and respect the principle of least restrictive alternative.  
• Manages rapidly changing situations, using good  
• Anticipation and de-escalation skills.  
• Seeks guidance from multi-disciplinary team where new situations arise.  
• Maintains a comprehensive understanding of general pathophysiology and current medical management as they relate to the older person.  
• Maintains an awareness of the developmental issues relating to the older person. |
## Community Mental Health Nurse
### Mental Health Services for Older Adults West
#### Clare Cottage
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| Establish partnership as the basis for a therapeutic relationship with consumers | * Consumers are assisted to achieve maximum control over their own health needs and access accurate and relevant health knowledge*  
* Understands ethnic and cultural determinants of health.*  
* Promotes relapse prevention strategies*  
* Collaboratively developed goals within the nurse/client partnership feature strategies for health and wellness*  
* Relates effectively with clients using theories, principles and processes of interpersonal communication.*  
* Practice illustrates clear understanding of the boundaries of the therapeutic relationship.*  
* Approved supervision is utilised for client safety, and development of practice and insight.*  
* Assists clients and family in exercising their rights in relation to health care* |
| Is legally and ethically responsible and accountable for own nursing practice. Practice reflects relevant legislation as well as values and moral principles that promote the interests and rights of consumers. | * Feedback from consumers, peers and employer indicates an acceptable level of professional practice and accountability is achieved.*  
* Contributes to promotion of quality mental health nursing.*  
* Participates in initiatives that improve service delivery such as quality groups, infection control, debriefing, challenging incident training etc.*  
* Is able to identify and report unsafe practice and contribute to it’s resolution*  
* Practices in accordance with Nursing’s body of knowledge and legislation. i.e. Mental Health Act, Privacy Act, and Waitemata Health policies and protocols.*  
* Areas where improvement is indicated as highlighted by Performance appraisal are addressed.*  
* Accepts accountability for practice in respect of consumers, families, the public, and the employer.*  
* Is a role model in developing and maintaining own Professional competency.*  
* Exhibits ethical conduct compatible with the Nursing Council’s Code of Conduct.*  
* Assists with preceptoring and orientation of new staff.*  
* Can translate the nursing role and |
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<td>To recognise the principles of the Treaty of Waitangi while acknowledging cultural and social difference of all groups</td>
<td>Waitemata Health’s commitment to biculturalism is honoured. Practice demonstrates understanding of the Treaty of Waitangi and its principles of partnership, protection, participation and self-determination are implemented in working with Maori clients/Whanau. This understanding is translated into practice that respects all cultures, genders, ages, disabilities, beliefs, sexual orientation and other differences. Consults with senior clinical team members when interpretation of the Privacy Act would appear to compromise opportunities for wider consultation or involvement. Cultural advice is sought. Work co-operatively with culturally appropriate staff. Communicates effectively with cultural agencies within WHL and outside as advocate for client. Actively develops good local knowledge of appropriate cultural contacts. Attend “Tuu Ngaatahi” Standing Together Workshop.</td>
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<td>Demonstrate a commitment to personal and professional development.</td>
<td>Maintains professional profile and career development plan, documenting educational programmes attended. Is able to articulate own philosophy of nursing care and models of nursing care delivered. Participates in professional forums/debates/nursing research, and the development from these of new nursing knowledge. Shows evidence of participation in learning relevant to area of practice. Develops personal performance goals for own position that are consistent with the objectives and goals of the service area. 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. Professional advisor is liaised with regarding professional issues as required.</td>
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### Key Tasks

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<td>To work as an effective team member</td>
<td>Observe and identify roles, functions and philosophies of the multidisciplinary team. Maintain active communication within the team and relevant agencies. Progressively make contributions to the multidisciplinary team by taking on responsibilities, roles and functions within the team. Exchange and share resources.</td>
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<tr>
<td>To recognise individual responsibility for workplace Health and Safety under Health and Safety Act 1992</td>
<td>Waitemata’s Health and Safety Policies are read and understood and relevant procedures applied to own work activities. Workplace hazards are identified and reported including self-management of hazards where appropriate. Can identify Health and Safety Representative for area.</td>
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### Verification:

Employee: _________________________________  
Department Head: _________________________________  
Date: _________________________________
### PERSON SPECIFICATION

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<tr>
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<th>DESIRABLE</th>
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<tr>
<td><strong>Education</strong></td>
<td>RPN</td>
<td>Post Graduate study in Mental Health or Gerontology</td>
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<td><strong>Experience/Knowledge</strong></td>
<td>Recent experience with the older person and/or recent mental health experience. A preference for working with elderly clients and an interest in their special problems of health care and rehabilitation.</td>
<td>Recent psychogeriatric in-patient or community experience</td>
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<td><strong>Skills and Attributes</strong></td>
<td>High standard of written and verbal communication. Have the ability to work as an integral member of a multi-disciplinary team. Able to maintain good professional relationships and be respectful of other team members skills. Able to work full time with overtime (time-in-lieu) as required. Able to complete all mandatory training (CPR, IV, C&amp;R, Fire, Back care, Tuu Ngatahi). A demonstrated belief in, and commitment to, promoting quality of life for the older person.</td>
<td>An interest in personal professional development and a willingness to take on further roles within the team. An interest in promoting a consumer focus for care delivery.</td>
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<tr>
<td><strong>Licenses for the Position</strong></td>
<td>Annual Practicing Certificate Drivers License</td>
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<td><strong>Personal Attributes</strong></td>
<td>Self motivated Goal orientated and able to work autonomously Positive attitude Quality and improvement Willingness to motivate and accept change Willingness to learn new skills Excellent interpersonal skills Ability to be empathetic Energetic, enthusiastic and innovative.</td>
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