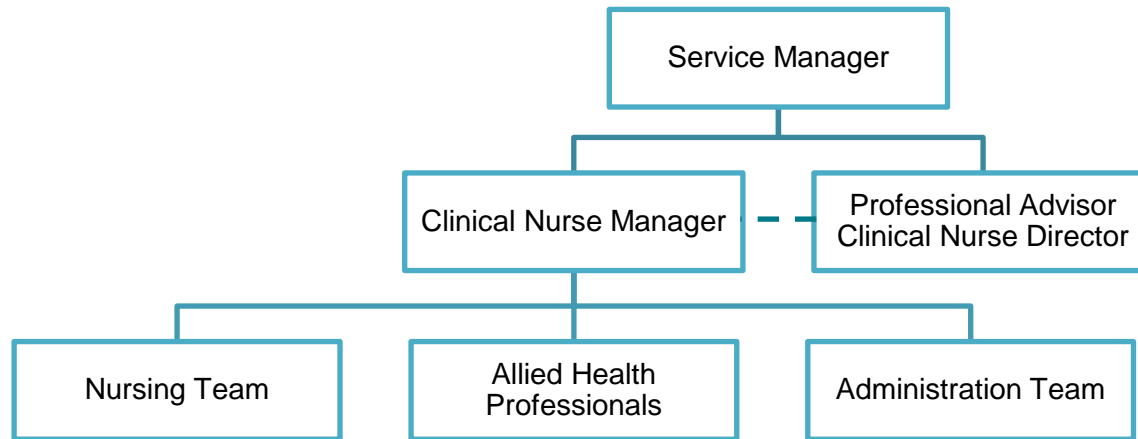


POSITION DESCRIPTION

Position	Registered Nurse – Rotorua Adult Community Mental Health & Addictions Service, Te Toki Haumanu / Triage	Direct Reports	Nil
Responsible To	Clinical Nurse Manager (CNM) Rotorua Lakes Adult Community Mental Health & Addictions Service Service Manager, Mental Health & Addiction Services	Location	Rotorua and Taupō
Financial Delegations	Nil	Date	December 2024
Relationships Internal	Professional Advisor / s Mental Health & Addiction Multi-disciplinary Teams and services Nursing Staff Medical Staff Allied Health Staff Administration Staff Duty Managers Maori Health Teams Clinical Nurse Educators Clinical Nurse Specialists Clinical Nurse Directors Other Departments	Relationships External	Clients / Patients Family, Whanau, Caregivers Community Agencies Primary Health Organisation personnel General Practitioners (GP's) & Practice Nurses – Designated Primary Care Practices General Practices Other Health Providers Social Services



1. Primary Purpose(s) of the Position

- Improve accessibility to services and equitable outcomes by aligning processes to the intent of Te Tiriti o Waitangi
- Ensure all inter-disciplinary referrals within the team will be performed with consent from whāiora and their whānau (where applicable).
- Assist in embedding the model of care, Te Ara Tauwhiro tangā - “Pathways that lead us to act with kindness” in order to enable the optimal environment and service to effect healing and recovery for whānau in our care.
- To assist whāiora and their whānau on their journey of healing, including where appropriate utilising Te Ao Māori models of care; from first entry to service, through early acute intervention and safe transition to other services.
- To facilitate the delivery of effective clinical services ensuring quality patient care and a safe patient journey across the care continuum.
- To provide community mental health care based on current best practice and collaborative working within the interdisciplinary team.
- To facilitate the delivery of effective clinical services ensuring quality patient care and a safe patient journey across the care continuum, with a specific focus on tangata whāiora with first presentation mental illness, acute or high needs.
- The Registered Nurse (RN) is responsible and accountable for the assessment, planning, delivery and evaluation of safe and appropriate nursing care.
- Provides nursing care based on the RN scope of practice, NCNZ competencies, Lakes policies and protocols and current best practice.
- Works collaboratively within the multidisciplinary team ensuring quality patient care and a safe client journey across the care continuum.
- To provide community mental health care based on current best practice and collaborative working within the interdisciplinary team.
- To provide written documentation/data of the services provided within required timeframes.

Nursing response to **Te Ara Tauwhiro tangā - “Pathways that lead us to act with kindness”** (Model of Care) to provide the optimal environment and service to effect client’s wellness and recovery.

Te Ara Tauwhirotaanga- Pathways that lead us to act with kindness

Model of Care for Mental Health and Addictions for Te Whatu Ora Lakes area

- **Tangata – People**
 - My experience matters
 - Family/Whānau as partners
 - Caring and well supported workforce
 - Connectedness

- **Tikanga –Values**
 - Te Ao Maori: Maori worldview
 - Protecting and promoting wellbeing
 - Easy quick access to help when I need it
 - Healing and recovery

- **Taiao – Environment**
 - A local service presence
 - Equitable outcomes



Key Objectives

Nursing Practice

The Registered Nurse provides safe effective client care / therapies using professional knowledge and skills in accordance with the Registered Nurse Scope of Practice and Nursing Council of New Zealand competency requirements.




Expected Outcomes

- Demonstrates continuing achievement of competencies within the four domains for a Registered Nurse with Nursing Council of New Zealand (NCNZ):
 - Professional Responsibility;
 - Management of nursing care;
 - Interpersonal relationships;
 - Inter-professional health care and quality improvement.
- Maintains NCNZ requirements of an annual practicing certificate.
- Meets the orientation and ongoing knowledge and skill requirements for relevant clinical areas.
- Maintains currency in organisational core certification as relevant to the clinical area.
- Notify your manager of any changes to your scope of practice or conditions on practice (determined by NCNZ).

Key Objectives

Expected Outcomes

	<ul style="list-style-type: none">• Comply with any specific conditions on practice as determined by NCNZ.• Maintains knowledge of and practices within the HPCA Act, code of conduct NCNZ and other governing legislation relevant to the nursing role.• Practices within Lakes guidelines, protocols and Nursing Practice Standards.
<p>Contribution to Service Delivery Member of the Nursing team, contributing to collaborative team work, and individual responsibility for generating and maintaining accurate data. Provides support to line manager/CNM in achieving the aims of the department.</p>	<ul style="list-style-type: none">• Provides specialist clinical mental health nursing assessment, planning and care delivery that illustrate 'best practice', with a particular focus on Feedback Informed Treatment (FIT).• Provides support to colleagues and the multidisciplinary team (MDT) to meet patient care and service needs.• Is mindful of and responsible for the appropriate and cost effective use of resources in relation to allocated patients within the service.• Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM• Actively facilitates and role models team working and flexibility between clinical and support staff members• Works proactively with medical specialists and nurse specialists to ensure effective services to patients using the department.• Provides care which enables effective patient journeys through the care continuum.• Provides specialist clinical care following the principles of the model of care Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness
<p>Utilisation of Telehealth Provision of patient centric care which will give patients the option of telephone or video appointments where there is no need for an in-person appointment.</p>	<ul style="list-style-type: none">• Service provision is in line with the New Zealand Health Strategy and the Nurse Executives of New Zealand Telehealth Position statement to provide care "closer to home".• Assist doctors and nurse practitioners to deliver care via video and phone.• Advise patients in the use of tele-monitoring devices (where appropriate) and provide follow-up care to prevent unnecessary hospital admissions.
<p>Model of Care Follows the principles of the model of care "Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness."</p>	<ul style="list-style-type: none">• Utilises Te Ara Tauwhirotaanga – "Pathways that lead us to act with kindness" model of care to engage with patients, visitors and multidisciplinary teams.• Incorporates and follows the principles of the model of care Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness into day to day business activities.
<p>Clinical Supervision Engages in regular structured reflective practice with a credentialed supervisor</p>	<ul style="list-style-type: none">• Personally accountable for supervision on a monthly basis.• Uses a formal evaluation process with supervisor to capture the experience and gains from supervision
<p>Other Requirements</p>	<ul style="list-style-type: none">• Lakes is required to provide 24 hour services which at times may require you to change duties or redeploy to another unit/department to ensure safe patient care.• This position description is not exhaustive and you may be requested to perform other reasonable tasks within your scope of practice.

Key Objectives	Description	Expected Outcomes
<p>Communication and Personal Interaction</p> <p>Te Ringa Hora</p>  <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Openly communicates and cooperates with all levels of DHB employees, patients and visitors.</p>	<ul style="list-style-type: none"> • Builds and maintains open respectful relationships. • Openly and constructively participates in conversations with multidisciplinary team, patients, managers and visitors. • Accepts differences of opinion can occur but these happen respectfully.
<p>Strategy & Performance</p> <p>Te Ringa Raupā</p>  <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Spends energy on delivering role requirements and meeting objectives.</p> <p>Organises own time to deliver on required tasks and duties.</p>	<ul style="list-style-type: none"> • Has an energetic approach to work and is self-motivated. • Accepts direction and instruction of manager but is able to work effectively without direct guidance. • Maintains expected productivity in line with assigned duties.
<p>Development and Change</p> <p>Te Ringa Ahuahu</p>  <p><i>the hand that shapes or fashions something (refers to someone who is innovative)</i></p>	<p>Accepts change in day to day practices and contributes to decision making of the team.</p> <p>Makes suggestions to increase efficiency of the unit.</p>	<ul style="list-style-type: none"> • Constructively makes suggestions to improve process or practices and gain efficiencies. • Demonstrates positive attitude and responsiveness to opportunities for improvement. • Is solution focused. • Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM.
<p>Personal Accountability</p> <p>Te Ringa Tōmau</p>	<p>Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.</p>	<ul style="list-style-type: none"> • Offers and receives constructive critique of practice and self. • Shows respect and establishes rapport when responding to the different needs of people and practice situations. • Advises manager whenever issues may be impacting on performance.

Key Objectives



the hand that is trustworthy

Description

Looks for and undertakes development activities appropriate for role and career development.

Expected Outcomes

- Recognises areas that could be improved in own practice and takes action to address those needs.

Culture and Values

Te Ringa Taurima



the hand that nurtures, encourages, supports

Operates in line with Lakes values and expectations and professional codes of conduct.

- Demonstrates manaakitanga, respect, integrity and accountability in every day performance.
- Incorporates the Lakes Way into day to day business activities.
- Demonstrates the culture and the agreed behaviours of Te iti Kahurangi.
- Shows respect for patients, colleagues, managers, Multi-disciplinary team and others.

Compulsory Requirements

Expected Outcomes

Māori Health

Māori philosophies and values of health are demonstrated in work practice.

- Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Lakes Maori Health division in the planning and delivery of services.
- Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori.
- Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care.
- Māori are enabled to access and participate in cultural activities provided by the Lakes.
- A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Lakes is shown.

Te Iti Kahurangi

The Lakes Way, Our Place Our Culture.

- Works within the Te Iti Kahurangi framework and supporting guide document.

Record Keeping

- Complies with the Lakes Corporate Records Management policy to create and maintain full and accurate records.

Compulsory Requirements

Expected Outcomes

Quality & Risk

Patient safety is paramount to the service we deliver at Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.

- Employees are supported to lead by example and implement a culture of continuous quality improvement.
- Risks that may prevent Lakes from achieving their goals are identified, reported, and managed.
- Māori patients are provided patient-centred care to achieve positive Māori health outcomes.
- Needs of Māori are reviewed and reported in the further development of practice, process and or policy.
- Evidence-based methodologies are used to support improvements, e.g. Kaupapa, Māori methodology.
- Quality care is provided to certification standards.

Health & Safety

Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.

- Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Lakes policy and legislative requirements.
- Healthy lifestyles are actively promoted and participated in, within the work area.
- Employees participate in Health and Safety within areas of work.
- Health and Safety activities are appropriately documented within specified timeframes.
- Health and Safety policies have been read and understood and are applied in the workplace.
- Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately.
- Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.
- All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.

Signatures:

Line Manager:

Position Description Approved: _____

Employee:

Acceptance of Position Description: _____

(Please also initial all other pages to show acceptance of position description.)

Person Specification

Essential

Desirable

Education and Qualifications

- Registration with the Nursing Council of New Zealand (NCNZ).
- Current Annual Practising Certificate in the appropriate scope.
- Commitment to on-going post graduate education.
- Qualification relating to area of practice.
- Current drivers' license.

Person Specification**Essential****Desirable**

- A relevant nursing qualification. In some instances particular experience and/or on-the-job training may be required
 - RN (RCompN or RPN) with recent mental health and addiction clinical experience.
-

Experience

- Meets competent level or higher on the Professional Development and Recognition Programme.
 - Recent hospital clinical practice
 - 3-years post graduate mental health specific clinical experience in an acute or secondary community setting
 - Demonstrates ability to undertake a key worker role within a multi disciplinary team
 - Possess well developed clinical skills
 - Sound assessment and psychosocial intervention skills
 - Good understanding of challenges in working in a community setting
 - Proven ability to deliver evidence based clinical care
 - Proven commitment to delivery of quality nursing care
 - Proven communication and interpersonal skills
 - Proven skills as a client/caregiver educator
 - Proven ability to work successfully with Maori clients utilising a whanau ora approach
 - Proven ability to manage a work load in a planned and co-ordinated manner
 - Proven ability to apply research to the practice setting
 - Demonstrated commitment to own professional development
-

Person Specification

Essential

Desirable

Knowledge

- Te Tiriti O Waitangi in the provision of health care services and support to Māori.
- Te Tiriti O Waitangi in practice, process, policy development and decision making.
- Health and Disability Code of Consumer Rights 1996
- Health Information Privacy Code 1994
- Nursing Council of New Zealand Code of Conduct 2004
- Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005
- Treaty of Waitangi Act 1975 and its application to the health and mental health settings.
- Human Rights Act 1993
- Lakes Quality Framework
- Medicines Act 1981 and Medicines Regulation 1984
- Misuse of Drugs Act 1975 and Regulations 1977
- Health and Disability Service Standards (2008)
- Mental Health (Compulsory Assessment and Treatment) Act 1992
- Let's get real: Real Skills for people working in mental health and addiction (2008)
- Standards of Practice for Mental Health Nursing in Aotearoa New Zealand (2012 3rd ed)

- Knowledge of Disability Support sector networks, Rehabilitation Sector and Maori systems and networks.
- Have an awareness of Iwi and Hapu within the boundaries of region.

Skills

- Pronunciation of Te Reo Māori words and names.
- Proficiency in tikanga and te reo.

Personal Attributes

- Caring and compassionate attitude towards clients, whanau and co-workers.
- Motivated and self-directed.
- Excellent interpersonal skills.
- Adaptability and flexibility.

- Non-smoker preferred.



- Flexibility and lateral thinking.

Person Specification

Essential

- Prioritisation, time and workload management skills.
- Works well within team to achieve collective outcome.
- Contributes positively to the culture of the organisation, is a team player, takes direction and accounts for performance. Demonstrate a caring and compassionate attitude towards clients, whanau and co-workers.

Desirable

- Commitment to ongoing post graduate education
- Evidence of relevant professional development in speciality clinical knowledge and skills
- Professional affiliation (preferably to College of Mental Health Nurses)

2. About Te Whatu Ora – Lakes

At Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

Vision

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well-being, and ora - describing the state of wellness.

Strategic Mission

- Achieve equity in Māori health.
- Build an integrated health system.
- Strengthen people, whanau and community wellbeing.

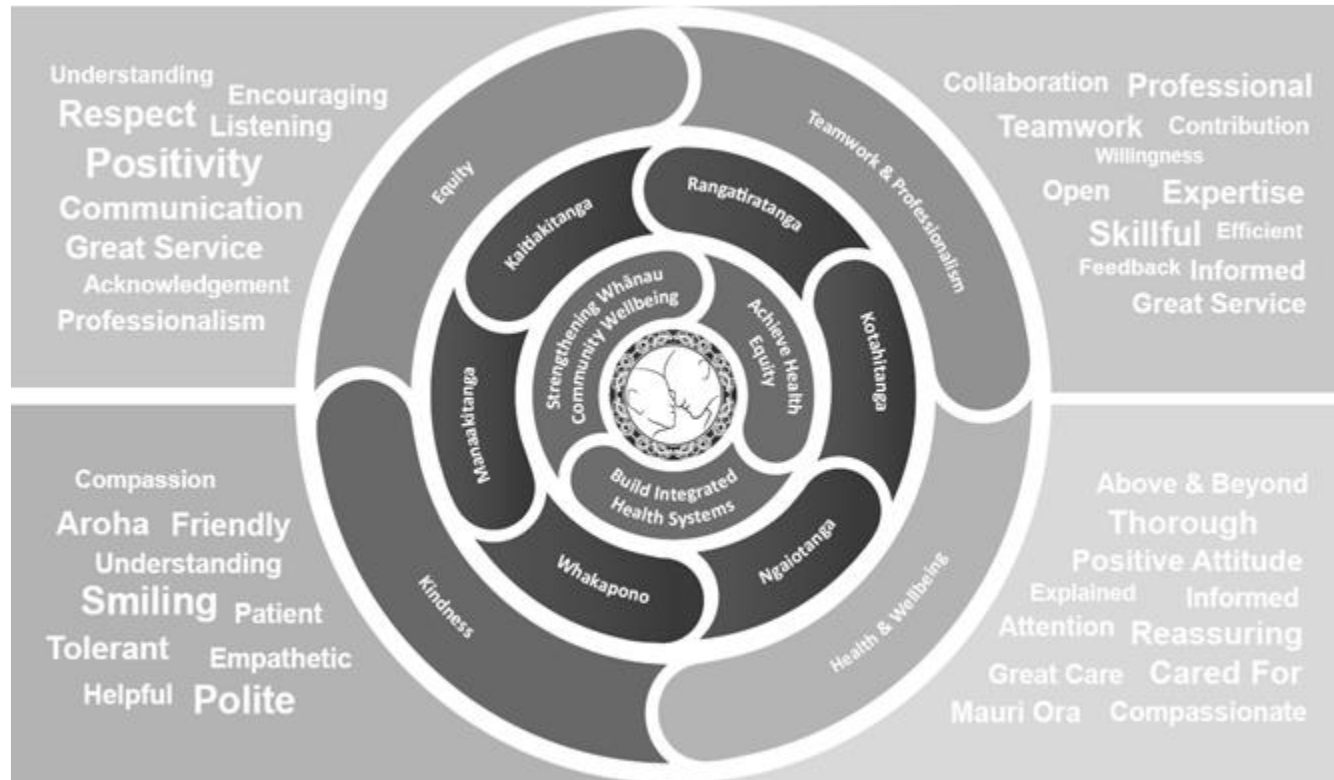
Three Core Values

Manaakitanga Respect and acknowledgment of each other's intrinsic value and contribution.

Integrity Truthfully and consistently acting collectively for the common good.

Accountability Collective and individual ownership for clinical and financial outcomes and sustainability.

3. Te Iti Kahurangi – The Lakes Way, Our Place, Our Culture – We Will



4. Te Tiriti O Waitangi

Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

Mana motuhake

Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives and to live on Māori terms and according to Māori philosophies, values and practices, including tikanga Māori.

Mana tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.

5. Organisation Structure

