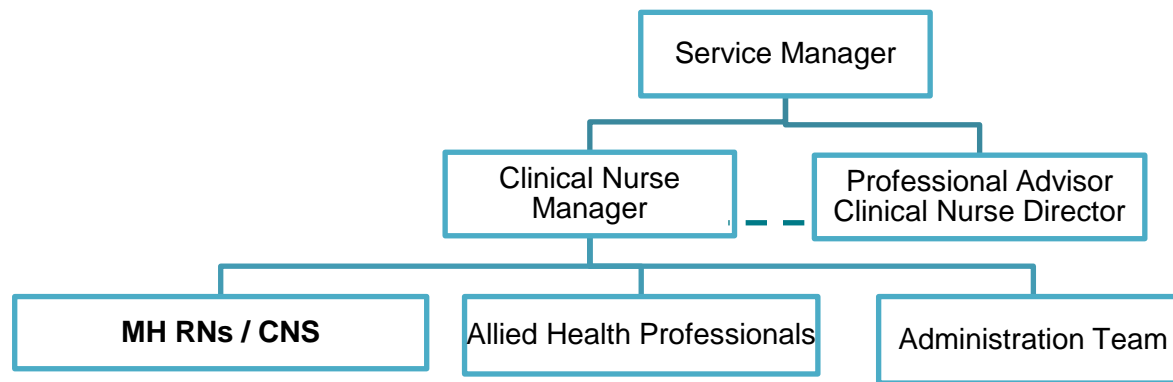


POSITION DESCRIPTION

Position	Primary (GP) Liaison Nurse Specialist (GPLNS) / Adult Community Mental Health & Addictions Nurse, Rotorua FTE split: 0.4 GPLNS – 0.4 CMHN	Direct Reports	Nil
Responsible To	Clinical Nurse Manager (CNM) Rotorua Adult Community Mental Health & Addictions Service Service Manager Mental Health & Addiction Services	Location	Rotorua and Taupō
Financial Delegations	Nil	Date	17 October 2024
Relationships Internal	Clinical Nurse Directors Clinical Nurse Educators (CNE) Director of Nursing and Midwifery Director of Area Mental Health Services (DAMHS) Other Clinical Nurse Specialists Community Mental Health Nurses Acute Inpatient Nursing Staff Consultant Psychiatrists Nursing Staff including district nursing Administrative & Clerical Staff Allied Health Staff Medical Staff Maori Health teams Multidisciplinary team Other Departments Duty Managers Multi-Disciplinary Teams Other Departments Te Whare Oranga Tangata o Whakaue Professional Advisors	Relationships External	Clients / Patients Family, Whanau, Caregivers Other Health Providers Social Services Community and Statutory agencies Non-Government Agencies Primary Health Organisations General Practitioners



1. Primary Purpose(s) of the Position

To act as the liaison between Primary Care Services and Mental Health & Addiction (MH&A) teams to improve safe transition externally and internally.

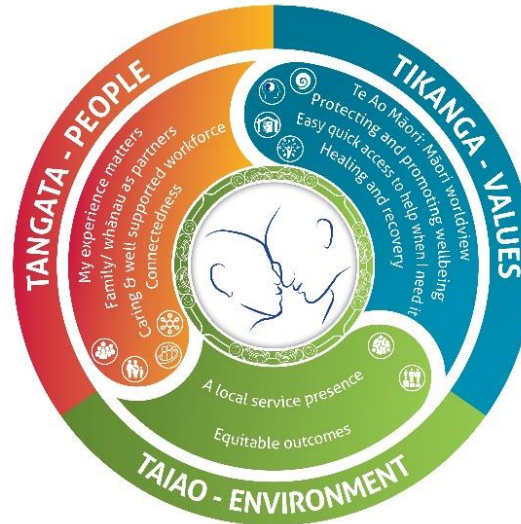
- Provide liaison and consultation advice to the Primary Care Teams and Maori Health/Social Service referrers on mental health issues and or complex lifestyle stressors.
- The role stretches across MH&A services in Rotorua (Northern Lakes) where the Primary (GP) Liaison Nurse Specialist (GPLNS) provides professional leadership that guides and supports the Adult Community MH&A teams to provide culturally and clinically safe treatment for tāngata whai ora experiencing an episode of mental distress, with a strong focus on transition points (internally & externally).
- The GPLNS in collaboration with all members of the Multi-Disciplinary Team (MDT) and other health professionals (including Primary Care clinicians) will guide culturally and clinically safe transition between settings, with a specific focus on the primary care practice setting including to drive quality improvement activities and changes in the practice setting.
- As a nurse specialist, in collaboration with the CNM and Clinical Nurse Educator, will assist with embedding into practice Te Ara Tauwhirotaanga model of care, Feedback Informed Treatment and other evidence based modalities within the adult team
- Provide support, guidance, education on a range of appropriate mental health interventions to primary care and secondary colleagues related to mental health and substance use disorders to minimise those health issues seriously impacting on other social, relational and employment dynamics. May include providing support to Maori Health/Social services to identify individuals who may benefit from additional support or referral to other services
- Coordinate care to facilitate the delivery of effective clinical services ensuring quality care and a safe journey across the care continuum for consumers/tāngata whaiora
- Provides specialist care, expertise and clinical leadership which includes assessment, planning, nursing interventions and evaluation on a senior level and can include providing advice on complex clinical issues. Provides clinical leadership in MDT's identifying whai ora that could be transitioned to primary care
- Performance measures for all nurses fall in to two parts, the first part being compliance with the relevant Lakes generic core competencies and the second part being achievement of the specific requirements of the job description.
 - The GPLNS role is framed by both clinical expertise and academic preparation. The GPLNS contributes to the mental health nursing knowledge and skills in the assessment of health needs, planning and nursing care delivery in the context of a therapeutic relationship.

Nursing response to **Te Ara Tauwhirota** - “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 Tauwhirota- 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 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):
<http://www.nursingcouncil.org.nz/content/download/263/1205/file/Nursing%20comp%20for%20RN.pdf>
- 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).
- 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.
- Provides specialist clinical care following the principles of the model of care Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness

Clinical Nurse Practice

Demonstrates specialist nursing skills and knowledge in relation to acute mental health nursing care

- Role models expert clinical mental health nursing assessment, planning and care delivery that illustrate 'best practice', with a particular focus on transition points and full adoption of Feedback Informed Treatment (FIT).
- Safe, quality nursing practice is delivered in accordance with health care consumer needs, standards of nursing practice, Lakes policies and guidelines is provided.
- Uses an evidence based approach and advanced nursing knowledge
- Performs confidently and proficiently, clinical skills and competencies specific to area.
- Therapeutic interventions and medications are administered in accordance with Lakes policies.
- Demonstrates autonomous establishment of assessments and care plans.
- Uses a variety of treatment modalities to meet the needs of the consumers/tangata whaiora
- Acts proactively by recognising subtle changes in consumers/tangata whaiora condition and refers accordingly.
- Plans discharge/transition/transfer of care using appropriate resources, other health care professionals, and agencies as appropriate.
- Assists nurses to develop and enhance their therapeutic nursing interventions, this may include facilitating nursing led groups/sessions for consumers/tangata whaiora

Key Objectives

Expected Outcomes

Contribution to Service Delivery

Member of the Nursing team, contributing to collaborative team work, and individual responsibility for generating and maintaining accurate data.

- May be responsible for a portfolio within the wider mental health & addiction service, e.g. safe transitions.
- Provides support to colleagues and the multidisciplinary team (MDT) to meet patient care and service needs.
- Patient care must be actualised for each patient on each shift within the designated time frame.
- May be required to work in other services to meet patient care needs.
- Is mindful of and responsible for the appropriate and cost effective use of resources in relation to allocated patients within the service.
- With CNM or colleague's reviews and adapts workload allocation in response to clinical demand and nursing resource.

Contribution to effective clinical service delivery

Provides support to line manager / CNM in achieving the aims of the department

- 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 the multi-disciplinary team and other nurse specialists to ensure effective services for consumers/tangata whaiora.
- Provides care which enables effective patient journeys through the care continuum for consumers/tangata whaiora.
- May take the leadership role by coordinating the shift.
- Actively encourages nurses to engage in continuing professional development such as PDRP (Professional Development Recognition Programme).

Safe Practice

Demonstrates clinical ethical, legal and cultural safety to practice.

- The nurse specialist works in a way that promotes people's entitlement to consideration and respectful care without prejudice.
 - Acts as a clinical supervisor and promotes the benefits of supervision in maintaining safe practice.
 - Alerts CND, CNM immediately when matters arise that may compromise clinical safety for the consumers/tangata whaiora
 - Attends cultural awareness sessions and Treaty of Waitangi workshops developed by Lakes, and utilises appropriate resource personnel.
 - Respects the rights of each person to dignity, privacy and confidentiality in accordance with Lakes Code of Rights and the Privacy Act.
 - Acts in resolving ethical dilemmas and makes ethical decisions within the framework of care and responsibility.
 - Acts within guidelines of informed consent
 - Challenges established practices.
 - Follows up unsafe/unprofessional behaviour.
 - Acts appropriately to ensure clinical safety
-

Key Objectives

Expected Outcomes

Education

Undertaken teaching and learning activities with consumers/tangata whaiora, their families and colleagues.

- Delivers education specific to service to consumers/tangata whaiora and family/whanau.
- Integrates teaching into care delivery for consumers/tangata whaiora
- Contributes by promoting educational opportunities that enhance professional practice.
- Provides planned in-service programme to health care professionals and caregivers.
- Supports audit and research activity within the acute environment.
- Facilitates the learning of student nurses/medical personnel and provides appropriate feedback to tutors and students.
- Willingly shares knowledge and skills with colleagues.

Communication




Interacts effectively with consumers/tangata whaiora, family/whanau members and health team workers.

- Demonstrates effective communication and listening skills.
 - Functions as an effective team member.
 - Demonstrates a professional attitude with his/her interactions with patients/clients, the public and multidisciplinary team members
 - Ensures consumers/tangata whaiora are well informed regarding treatments, investigations and on-going management.
 - Demonstrates assertiveness skills.
 - Correct and pertinent information is communicated using correct channels.
 - Recognises actual and potential conflict situations.
 - Demonstrates an awareness of own communication styles and skills.
 - Utilises negotiation and conflict resolution skills to foster collaboration.
 - Gives constructive feedback to colleagues/team.
 - Demonstrates skills in written communication.
 - Assessment and interventions are clearly documented, supports others to document findings to the same standard
 - Maintains documentation according to Lakeland Health Policies.
 - Keeps consumers/tangata whaiora records and provides information and statistical data as required.
 - Writes reports and submissions as required.
 - Demonstrates effective counselling skills, and refers on as appropriate.
 - Shares knowledge of nursing practice with other disciplines.
 - Develops and maintains key partnerships crucial to the success of the role.
 - Establishes and maintains effective local, regional and national networks.
-

Key Objectives

Expected Outcomes

	<ul style="list-style-type: none">• Collaborates with other health professionals to ensure a quality service.• Promotes a team environment which enhances partnership and cooperation• Demonstrates ability to access and utilise information systems effectively as appropriate.• Develop and encourage a customer focus.• Role models professional behaviour
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.	<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.
Management and Leadership Demonstrates effective management and leadership skills	<ul style="list-style-type: none">• Promotes positive working relationships within the team, working effectively within a client centred model• Demonstrates well developed time management skills and ability to set priorities.• Leads the development of new practice initiative• Effectively co-ordinates client care with multidisciplinary team members• Guides less experienced colleagues
Delegated Duties Accepts duties as delegated by the line manager	<ul style="list-style-type: none">• Completes any delegated duties in a professional manner• Willing to assume added responsibility as needed
Consultation and Liaison	<ul style="list-style-type: none">• Provides clinical consultation to the wider mental health service as required• Provides clinical consultation to the wider Lakes services as required (nurse-to-nurse consultation)• Acts as liaison nurse as needed.
Other Requirements	<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.
Model of Care Follows the principles of the Model of Care “Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness.”	<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 into day to day business activities.

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 Lakes 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 service.</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.

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.
- Post graduate mental health specific qualification, working towards Masters level
- Evidence of post-registration clinical skill development
- Possesses a current Motor vehicle drivers licence – Class 1

Experience

- Meets competent level or higher on the Professional Development and Recognition Programme.
 - Recent hospital clinical practice
 - Minimum 5 years post graduate mental health specific clinical experience, in a wide range of mental health settings. Clinically recognised as an 'expert' level nurse.
 - Possesses well developed specialist clinical skills e.g. psychosocial intervention, CBT, motivational interviewing.
 - Sound assessment and intervention skills.
- 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 coordinated manner.
 - Proven ability to apply research to the practice setting.
 - Demonstrated commitment to own professional development.

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 and Disability Service Standards (2008)
 -
 - Health Information Privacy Code 1994
- 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.
 - Feedback Informed Treatment (FIT)
 -

Person Specification

Essential

Desirable

- Health and Disability Code of Consumer Rights 1996
- Nursing Council of New Zealand Code of Conduct 2004 and update June 2012
- Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005
- Standards of Practice for Mental Health Nursing in Aotearoa New Zealand (2012 3rd ed).
- Treaty of Waitangi Act 1975 and its application to the mental health setting.
- Health Practitioners Competency Assurance Act 2003
- Human Rights Act 1993
- Te Whatu Ora Lakes Quality Framework
- Medicines Act 1981 and Medicines Regulation 1984
- Misuse of Drugs Act 1975 and Regulations 1977
- Mental Health (Compulsory Assessment and Treatment) Act 1992 and Amendments Act 1999
- Code of Rights
- Let's get real: Real Skills for people working in mental health and addiction (2008)

Skills

- Pronunciation of Te Reo Māori words and names.
- Computer literate and competent in using general suite of Microsoft products such as Word.
- 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.
- 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.
- Non-smoker preferred.



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

Person Specification	Essential	Desirable
	Demonstrate a caring and compassionate attitude towards clients, whanau and co-workers.	<ul style="list-style-type: none">Professional affiliation (preferably to College of Mental Health Nurses)
Professional competencies and personal attributes	<ul style="list-style-type: none">Clinically credible in mental health nursingHigh level of personal competence in professional practiceExperience in educational development and organisationExpertise in the safe delivery of ECTDemonstrated leadership abilityDemonstrated understanding of the impact of stigma from a mental health perspective.Demonstrated understanding of major political, legislative and structural influences effecting mental health nursing in the NZ context.Ability to effectively prioritise and problem solveProven ability to apply research to the practice settingPhysical fitness to a level required for calming and restraint trainingAbility to work under pressure and meet deadlines.	<ul style="list-style-type: none">
Work Tasks (may include any combination of the following):	<ul style="list-style-type: none">Assesses, plans, implements and evaluates nursing care for patients according to accepted nursing practice and standards;Works in consultation with other health professionals and members of health teams, and co-ordinating the care of patients;Provides interventions, treatments and therapies such as medications, and monitors responses to treatment and care plans;Promotes health and assists in preventing ill health by participating in health education and other health promotion activities;Answers questions and providing information to patients and families about treatment and care;Supervises and co-ordinating the work of enrolled nurses and other health care workers.	<ul style="list-style-type: none">

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

Health Practitioners Competence Assurance Act 2003

- You are required to maintain your current competency based practicing certificate.
 - You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
 - You must complete the requirements of any competency programme.
 - You must notify the employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
 - You are required to know the provisions of the HPCAA as the governing legislation.
-

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.

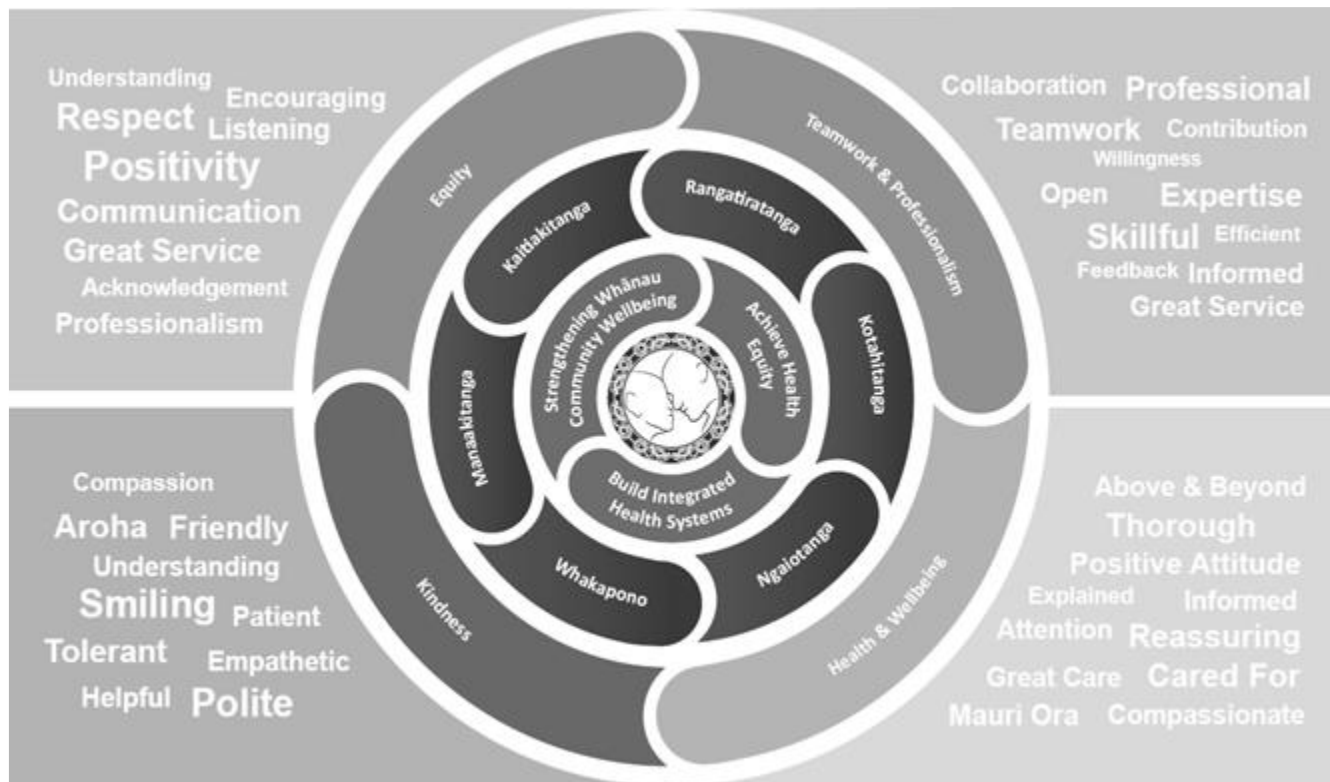
Three Core Values

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

