

## POSITION DESCRIPTION

### Position details:

<b>Title:</b>	Registered Nurse (Community Mental Health)	<b>Department:</b>	Mental Health
<b>Reports to:</b>	CMHC Manager	<b>Location:</b>	Community Mental Health Service
<b>Date:</b>	June 2010		

### Community Mental Health Service Overview

Community Mental Health Centre (CMHC) provides a range of mental health assessment, treatment and support services to adult residents in the Auckland District Health Board (ADHB) area (Auckland City).

- Provide specialist assessment for individuals with an existing or suspected mental illness, with associated risk and / or impairment
- The CMHC service is recovery focussed, multi-disciplinary in approach and offers a broad range of evidence based support options and / or interventions

### Community Mental Health Nurse - Community Acute Service

This role has day to day nursing responsibility for assessing and managing the needs of Service Users that are referred to the service with an acute mental health presentation and increased risk. The role extends to offering / providing intensive home support to Service Users and their families / whanau as an alternative to in patient admission. The role includes:

- Providing timely and appropriate assessment processes, including liaison with Service User and family / whanau
- Respond appropriate to cultural needs of Service Users, family and whanau during throughout engagement with the service
- Provide direct nursing care following assessment
- Provide a comprehensive range of therapeutic treatment options and intensive support using the Home Based Treatment model
- Provide active collaboration / planning liaison with the Service Users existing clinical team if already within service
- Provide effective liaison with the inpatient services to ensure appropriate use of inpatient beds and promote / facilitate early discharge
- To act as Duly Authorised Officer under the Mental Health Act
- To work as part of the team on a shared 24 hour cover roster

**Purpose of position:**

To meet the needs of service users and their family / whanau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and service user centred, culturally sensitive and evidence-based.

**Key accountabilities****Management of Nursing Care:**

- Uses nursing knowledge and skills to assess, plan, implement, monitor and evaluate service users/ clients/ family / whanau health needs.
- Provides direct nursing care for service users to achieve best health outcomes.
- Evaluates service user outcomes and reports variance to clinical pathway or best practice guidelines.
- Educates and provides information to service users / family / whanau to improve knowledge of illness, self management and prevention of complications and promotion of recovery.
- Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
- Accurately documents assessments of service users health status and response to nursing interventions and other treatments.
- Applies diagnostic reasoning and professional judgement to nursing practice issues/ decisions.
- Role models culturally safe nursing practice.
- Fosters the provision of positive service users outcomes and person-centred care.

**Interpersonal Relationships:**

- Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes.
- Promotes and participates in effective teamwork and collaborative relationships within the multi-disciplinary team.
- Maintains and supports others to develop, effective therapeutic relationships with service users and family / whanau.

### **Inter professional health care and quality improvement:**

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for service users, families / whanau and staff.
- Contributes to evidence based nursing practice in specialty area.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards / protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in the implementation of nursing models of care appropriate to patient/client population needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Maori.
- Acts to identify and minimise organisational risk.
- Contributes to and participates in ADHB policy development.
- Participates in case review and debriefing activities as required.

### **Professional responsibility:**

- Practices within the Registered Nurse scope of practice.
- Practices in accordance with legal, ethical, cultural safety and professional standards.
- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Effectively supervises, directs and delegates to nursing students.
- Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and service user care.
- Participates in peer review/feedback.
- Pro-actively participates in own performance development and review.
- Attends educational opportunities relevant to CMHN role and scope of practice.
- Fosters the implementation of organisational and nursing goals and values.
- Promotes ADHB as a centre of excellence.
- Effectively demonstrates competency of the Practitioner level requirement of the Ministry of Health's 2008, *Lets get real* workforce development framework.

<b>Relationships:</b>		
<b>External</b>	<b>Internal</b>	<b>Committees/Groups</b>
Referrers/GP's Other CMHC/Crisis Teams Te Whetu Tawera Unit Other Inpatient Units NGO's Families/Friends Community Supports Agencies Cultural Services Te Ao Maramatanga, New College of Mental Health Nurses Inc.	Manager Lead Clinician Clinical Director Nurse Leader Nurse Specialist/Educator Crisis Team Interdisciplinary Team Consumer Advisor Service Users Family/Whanau Geographical sub-teams Early Intervention Team Admin/clerical staff Cultural staff Consumer Representative	Service quality groups Internal Nurses meeting

#### **PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desired</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• <b>RPN; RCpN with Entry to Speciality Practice MH certificate</b></li> <li>• Registration with Nursing Council (NZ).</li> <li>• Current APC</li> <li>• Minimum of 2 years mental health nursing experience</li> <li>• L3 nursing PDRP or willing to work towards this.</li> <li>• Trained as DAO or willing to train for this role</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate MH qualification</li> <li>• Previous community acute service experience</li> <li>• Relevant experience / training in therapeutic interventions</li> </ul>
<b>General &amp; Specific Requirements</b>	<ul style="list-style-type: none"> <li>• Demonstrable clinical assessment clinical skills</li> <li>• Drivers Licence</li> </ul>	<ul style="list-style-type: none"> <li>• Up to date knowledge of local health and social services</li> <li>• Experience of clinical documentation recording using computer skills (eg HCC)</li> </ul>

## Organisational Competencies

Competency	Description
<b>1</b> <b>Teamwork</b>	Collaborates with fellow team members and other work groups to achieve effective service user outcomes. Actively contributes to and accepts consensus decisions. Seeks out opportunities to support others. Recognises and respects individual difference.
<b>2</b> <b>Service User Orientation</b>	Develops positive working relationships with service users, identifies and seeks to meet their needs treating them respectfully and as a first priority. Able to understand and balance the needs of service users and their families/whanau.
<b>3</b> <b>Bicultural Approach</b>	Understands the significance of the Treaty of Waitangi. Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve Maori health and opportunities for Maori. Knowledge of the ADHB population and able to successfully interact with a broad range of ethnic groups in order to facilitate access to mental health services.
<b>4</b> <b>Communication and Interpersonal Skills</b>	Actively listens, drawing out information and checking understanding. Expresses information effectively, orally and in writing, and adjusting language and style to ensure it is appropriate for the audience. Empathises with others and considers their needs and feelings. Able to engage effectively with the ADHB multi-cultural population, demonstrates effective trans-cultural communication skills.
<b>5</b> <b>Quality Improvement</b>	Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality. Uses procedure/guidelines recommended best practices. Monitors quality, support continuous improvement, reports errors and omissions and learns from mistakes to improve outcomes.

<b>6</b> <b>Self Management and Learning</b>	Sets high personal standards striving to achieve performance objectives. Copes effectively with stress and is receptive to change. Understands personal and professional limitations. Constantly strives to build knowledge and skills.
<b>7</b> <b>Basic Computing</b>	Is able to use a personal computer with standard software applications demonstrating an ability to move between and access various applications relevant to patient processes.