

Position Description

Position	Registered Mental Health Nurse (Community Psychiatric Nurse) – Older Adult Community
Team / Service	Older Persons Mental Health (OPMH), Older Persons & Rehabilitation Service (OPRS)
Directorate	Older Adult, Community and Allied Health
District	Capital, Coast & Hutt Valley
Responsible to	Team Leader, Older Persons Mental Health service
Children’s Act 2014	This position is classified as a children’s worker, requiring a safety check including police vetting before commencing and every three years.
Location	This position is expected to work from Hutt Hospital and in the Hutt Valley community.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

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 tāngata Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

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

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Position Title

Community Psychiatric Nurse (CPN) – Older Persons Mental Health (OPMH)

Clinical Specialty/Service Description

The Older Persons Mental Health (OPMH) Service sits within the Older Adult, Community and Allied Health Directorate with strong links with the Older Persons and Rehabilitation Service, Mental Health, Addictions and Intellectual Disability Service (MHAIDS) and Aged Residential Care (ARC) Services.

The services of the Older Persons Mental Health (OPMH) team are provided to older adults who present with:

- Late onset, moderate to severe mental health symptoms
- Chronic mental illness with physical frailty
- People with dementia presenting with significant behavioural and psychological symptoms of dementia

The Older Persons Mental Health (OPMH) Service is a multi-disciplinary team and sees patients/clients primarily in the community or in other outpatient settings as required. The service has access to a small number of inpatient Psychogeriatric beds on an Older Persons and Rehab ward. While the team admits to these beds and provides medical oversight the day to day nursing care is provided by dedicated inpatient staff. At times the team will facilitate admission to a more dedicated mental health inpatient unit accessed via regional Mental Health and Addictions Services.

The OPMH team consists of Psychiatrists with a specialty in older age, Social Worker/s, Occupational Therapists, Psychologist/s, Community Psychiatric Nurses and a Nurse Practitioner. The team works both individually and alongside their team colleagues with patients and their family/whanau. They work with a variety of complex presentations including complex older adults with mental health conditions and/or dementia with behavioural or psychological symptoms. A person centered and strength based approach is used and case management is required. The OPMH team aims to work collaboratively and seamlessly with other services to meet a service user's needs.

Clinical Skills

The Community Mental Health Nurse will have skills in:

- provision of effective, quality nursing services to OPMH clients
- mental health assessment, risk management and case management
- understanding the links physical comorbidities and mental health presentations
- pharmacology oversight and monitoring
- contributing to the development of interdisciplinary treatment goals in collaboration with clients and whanau
- completing comprehensive assessments and plans collaboratively with clients and whanau
- delivering nursing and case management intervention (direct/indirect) to support the treatment and management of clients
- ensuring equitable consideration to cultural diversity in the multidisciplinary team process
- assisting clients and whanau to achieve optimal health, well-being and safety through provision of appropriate assessment, treatments and education
- networking with community agencies to achieve outcomes agreed by the multidisciplinary team process
- navigating the legislative areas involved with the PPPR Act, Mental Health Act and legalities around Enduring Power of Attorney and competency
- assisting individuals and carers to manage the impact of long term conditions and plan for the future

Role Purpose

To provide safe and clinically effective nursing care. To use in-depth nursing knowledge and clinical expertise to assess and deliver therapeutic interventions.

To work with the multi-disciplinary team to care for patients/clients within the community and inpatient settings.

The focus is on enhancing health outcomes for patients/clients by working directly with them to provide assessment, care, education, and case management within the speciality of older adult mental health/psychogeriatric services.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. General Accountabilities	<ul style="list-style-type: none">▪ Ensure that your health and safety practice meets the requirements of health and safety at work legislation, applies the DHB's policies and processes and contributes to a culture of safe practice.▪ Maintains a strict sense of professional ethics, confidentiality and privacy and abide by the DHB's Code of Conduct.▪ Respond to the changing needs of the DHB, performing other tasks as required.▪ Champion equality and diversity in the workplace including the Treaty of Waitangi.
2. Professional Responsibility	<ul style="list-style-type: none">▪ Practices autonomously within scope of practice, recognises limitations and consults/refers on appropriately.▪ Practises nursing in accord with relevant legislation/codes/policies and upholds patient rights derived from that legislation.▪ Accepts responsibility for actions and decision making within scope of practice.▪ Identifies breaches of law that occur in practice and reports them to the appropriate person(s).▪ Demonstrates knowledge of, and uses, professional standards of practice, policies and procedural guidelines relevant to practice.▪ Identifies and reports situations that affect patient or staff members' health or safety.▪ Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment.▪ Maintains infection control principles.▪ Recognises and manages risks to provide care that best meets the needs and interests of patients and the public.▪ Applies the principles of cultural safety in own nursing practice.▪ Recognises the impact of the culture of nursing on patient care and endeavours to protect the patient's wellbeing within this culture.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Practises in a way that respects each patient’s identity and right to hold personal beliefs, values and goals. ▪ Assists the patient to gain appropriate support and representation from those who understand the patient’s culture, needs and preferences. ▪ Consults with members of cultural and other groups as requested and approved by the patient. ▪ Reflects on his/her own practice and values that impact on nursing care in relation to the patient’s age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability
3. Provides specialist patient care	<ul style="list-style-type: none"> ▪ Uses in-depth knowledge and skills to perform patient assessment, plan care, manage complex needs and arrange follow-up for patients, including the family/whanau where appropriate. ▪ Prioritises and responds to referrals as part of the multidisciplinary team in response to identified criteria / service standards. ▪ Works in a collaborative and inter-disciplinary way according to the service standards. ▪ Uses assessment findings to foresee likely course of events and implements appropriate changes to patient/client care and interventions. ▪ Appropriately uses clinical judgement and ethical decision making in implementing and/or modifying interventions. ▪ Provides effective care and advocacy through participating multi-disciplinary meetings within own service and wider teams when required. ▪ Provides effective emotional and informational support to patients/families/whanau. ▪ Accurately documents patient assessment, interventions, referrals and/or follow-ups. ▪ Uses initiative and clinical judgment in the application of department policies, procedures, clinical guidelines and standing orders.
4. Management of Nursing Care	<ul style="list-style-type: none"> ▪ Using a case management model, contributes to care planning, involving patients and demonstrating an understanding of patients’ rights, to make informed decisions. ▪ Demonstrates understanding of the processes and environments that support maximum level of wellness. ▪ Undertakes practice procedures and skills in a competent and safe way. ▪ Administers interventions, treatments and medications, within legislation, codes and scope of practice; and according to authorised prescription, established Hutt Valley DHB policy and guidelines. ▪ Undertakes assessment in an organised and systematic way. ▪ Uses suitable/Hutt Valley DHB approved assessment tools and methods to assist the collection of data. ▪ Applies relevant research to underpin nursing assessment. ▪ Maintains clear, concise, timely, accurate and current patient records within a legal and ethical framework.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery. ▪ Provides appropriate information to patients to protect their rights and to allow informed decisions. ▪ Assesses the readiness of the patient to participate in health education. ▪ Makes appropriate professional judgement regarding the extent to which the patient is capable of participating in decisions related to his/her care. ▪ Discusses ethical issues related to health care/nursing practice and uses ethical decision making framework to achieve resolution. ▪ Facilitates the patient's access to appropriate therapies or interventions and respects the patient's right to choose alternatives. ▪ Seeks clarification from relevant members of the health care team regarding the individual's request to change and/or refuse care. ▪ Takes the patient's preferences into consideration when providing care. ▪ Understands emergency procedures and plans and lines of communication to maximize effectiveness in a crisis situation. ▪ Accesses, maintains and uses emergency equipment and supplies. ▪ Takes appropriate actions in situations that compromise patient safety and well-being. ▪ Identifies appropriate criteria for evaluation of expected outcomes of care. ▪ Evaluates the effectiveness of the patient's response to prescribed treatments, interventions and health education in collaboration with the patient and other health care team members. ▪ Reflects on patient feedback on the evaluation of nursing care and health service delivery. ▪ Checks patients' level of understanding of health care when answering their questions and providing information. ▪ Uses informal and formal methods of teaching that are appropriate to the patient's or group's abilities. ▪ Participates in health education, and ensures that the patient understands relevant information related to their health care. ▪ Educates patient to maintain and promote health.
5. Works collaboratively to ensure safe and effective care delivery	<ul style="list-style-type: none"> ▪ Acts as a nursing resource, sharing clinical expertise both formally and informally within the team. ▪ Provides clinical guidance in assessing, care planning and evaluating the management of older adult mental health patients. ▪ Works collaboratively with the interdisciplinary team assisting timely patient access to appropriate diagnostic tests, interventions and therapies. ▪ Collaborates with the patient and other health team members to develop and implement plan of care. ▪ Effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure seamless transition between services.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Maintains and documents information necessary for continuity of patient care and recovery. ▪ Makes appropriate formal referrals to other health care team members / health sectors for patients when required. ▪ Facilitates the communication of consistent and realistic information to patients and families. ▪ Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff.
6. Interpersonal Relationships	<ul style="list-style-type: none"> ▪ Initiates, maintains and concludes therapeutic interpersonal interactions with patients/clients. ▪ Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for patients/clients with mental health needs. ▪ Utilises effective interviewing and counselling skills in interactions with patients. ▪ Demonstrates respect, empathy and interest in patient/client. ▪ Establishes rapport and trust with the patient/client. ▪ Undertakes nursing care that ensures patients/clients receive and understand relevant and current information concerning their health care that contributes to informed choice. ▪ Implements nursing care in a manner that facilitates the independence, self-esteem and safety of the patient/client and an understanding of therapeutic and partnership principles. ▪ Recognises and supports the personal resourcefulness of people with mental and/or physical illness. ▪ Acknowledges family/whanau perspectives and supports their participation in services. ▪ Uses a variety of effective communication techniques. ▪ Employs appropriate language to context. ▪ Provides adequate time for discussion. ▪ Endeavours to establish alternative communication methods when patients are unable to verbalise. ▪ Accesses an interpreter when appropriate. ▪ Discussions concerning patients/clients are restricted to settings, learning situations and or relevant members of the health care team. ▪ Prioritises and values working as part of a team alongside medical and allied health colleagues.
Interprofessional Health Care & Quality Improvement	<ul style="list-style-type: none"> ▪ Promotes a nursing perspective and contribution within the interprofessional activities of the health care team. ▪ Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area. ▪ Collaborates with the patient and other health team members to develop and plan of care. ▪ Maintains and documents information necessary for continuity of patient care and recovery.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Develops a discharge plan and follow up care in consultation with the patient and other members of the health care team. ▪ Makes appropriate formal referrals to other health care team members and other health related sectors for patients who require consultation. ▪ Contributes to the co-ordination of care to maximise health outcomes for the patient. ▪ Collaborates, consults with and provides accurate information to the patient and other health professionals about the prescribed interventions or treatments. ▪ Demonstrates a comprehensive knowledge of community services and resources and actively supports patients to use them. ▪ Reviews policies, processes, procedures based on relevant research. ▪ Recognises and identifies researchable practice issues and refers them to appropriate people.
Maintains Professional Development	<ul style="list-style-type: none"> ▪ Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care. ▪ Identifies one's own level of competence and seeks assistance and knowledge as necessary. ▪ Determines the level of care required by individual patients. ▪ Accesses advice, assistance, debriefing and direction as necessary. ▪ Contributes to the support, direction and teaching of colleagues to enhance professional development. ▪ Updates knowledge related to administration of interventions, treatments, medications and best practice guidelines within area of practice. ▪ Demonstrates personal commitment to the Professional Development and Recognition Programme (PDRP).
6. Health & Safety	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Working Relationships

Within the DHB:

- Older Persons Mental Health multidisciplinary team
- Older Persons & Rehabilitation Ward
- MHAIDS – Crisis Resolutions Service, Te Haika and Adult Community Teams
- Director and Associate Directors of Nursing (ADoNs)
- Nursing (incl HCAs), Allied Health & Medical staff
- Service Group Manager / Service Manager
- Administration/Clerical staff
- Clinical Support Services
- Infection Prevention and Control
- Maori Health Unit
- Non-clinical support services
- Pacific Health Service
- Practice Development Unit
- Service Quality & Innovation

Externally:

- Aged Residential Care (ARC)
- Referrers, external agencies
- Primary & Community Care
- Service Coordination Centre
- Staff from other regions

Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Process Management	<ul style="list-style-type: none"> ▪ Good at figuring out the processes necessary to get things done ▪ Knows how to organize people and activities ▪ Understands how to separate and combine tasks into efficient work flow ▪ Knows what to measure and how to measure it ▪ Can see opportunities for synergy and integration where others can't ▪ Can simplify complex processes ▪ Gets more out of fewer resources
Directing Others	<ul style="list-style-type: none"> ▪ Is good at establishing clear directions ▪ Sets stretching objectives ▪ Distributes the workload appropriately ▪ Lays out work in a well-planned and organized manner ▪ Maintains two-way dialogue with others on work and results ▪ Brings out the best in people ▪ Is a clear communicator

Competency	Behaviours
Ethics and Values	<ul style="list-style-type: none"> ▪ Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times ▪ Acts in line with those values ▪ Rewards the right values and disapproves of others ▪ Practices what he/she preaches
Customer Focus	<ul style="list-style-type: none"> ▪ Is dedicated to meeting the expectations and requirements of internal and external customers ▪ Gets first-hand customer information and uses it for improvements in services ▪ Acts with customers in mind ▪ Establishes and maintains effective relationships with customers and gains their trust and respect
Drive for Results	<ul style="list-style-type: none"> ▪ Can be counted on to exceed goals successfully ▪ Is constantly and consistently one of the top performers ▪ Very bottom-line oriented ▪ Steadfastly pushes self and others for results
Strategic Agility	<ul style="list-style-type: none"> ▪ Sees ahead clearly ▪ Can anticipate future consequences and trends accurately ▪ Has broad knowledge and perspective ▪ Is future oriented ▪ Can articulately paint credible pictures and visions of possibilities and likelihoods ▪ Can create competitive and breakthrough strategies and plans
Integrity and Trust	<ul style="list-style-type: none"> ▪ Is widely trusted ▪ Is seen as a direct, truthful individual ▪ Can present the unvarnished truth in an appropriate and helpful manner ▪ Keeps confidences ▪ Admits mistakes ▪ Does not misrepresent him/herself for personal gain
Dealing with Ambiguity	<ul style="list-style-type: none"> ▪ Can effectively cope with change ▪ Can shift gears comfortably ▪ Can decide and act without having the total picture ▪ Is not upset when things are up in the air ▪ Does not have to finish things before moving on ▪ Can comfortably handle risk and uncertainty
Motivating Others	<ul style="list-style-type: none"> ▪ Creates a climate in which people want to do their best ▪ Can motivate many kinds of direct reports and team or project members ▪ Can assess each person's hot button and use it to get the best out of him/her ▪ Pushes tasks and decisions down ▪ Empowers others ▪ Invites input from each person and shares ownership and visibility ▪ Makes each individual feel his/her work is important ▪ Is someone people like working for and with
Innovation Management	<ul style="list-style-type: none"> ▪ Is good at bringing the creative ideas of others to fruition ▪ Has good judgement about which creative ideas and suggestions will work ▪ Has a sense about managing the creative processes of others ▪ Can facilitate effective brainstorming

Competency	Behaviours
	<ul style="list-style-type: none"> Can project how potential ideas may play out in practice
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organization Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably
Decision Quality	<ul style="list-style-type: none"> Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time Sought out by others for advice and solutions

Experience and Capability

Essential qualifications, skills and experience.

A. Qualifications/Knowledge/Skills

- New Zealand Registered Comprehensive or Psychiatric Nurse
- Current Practising Certificate that includes mental health scope of practise
- Post Graduate qualification in Mental Health nursing highly regarded
- Knowledge of appropriate legislation including the Mental Health (Compulsory Assessment and Treatment) Act 1992 and the NZ health system and the DHB environment, systems and processes
- Knowledge of the trends and emerging issues for the nursing profession
- Full and clean NZ driver's license

B. Experience

- Minimum of 5 years post-graduate clinical experience
- Proven experience working with complex psychosocial and mental health presentations
- Clinical experience in working autonomously and in the community
- Clinical experience working in community mental health nursing
- Clinical experience working with older adults (preferred)
- Proven ability to be a team player within a multidisciplinary team

C. Other

- Current Full NZ driver's licence (no restrictions)
- Proficiency in Microsoft Office
- A high standard of written and spoken English

This role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual planning and development meeting

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Date effective: _____

Manager's signature: _____

Employee's signature: _____