# Position Description | Te whakaturanga ō mahi

# **Health New Zealand | Te Whatu Ora**

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| Title | **COMMUNITY MENTAL HEALTH NURSE – OLDER PERSONS MENTAL HEALTH COMMUNITY TEam** |
| Reports to | **clinical Manager, OLDER PERSONS MENTAL community team** |
| Location | Princess Margaret Hospital |
| Department | Older Person’s Health |
| Direct Reports | **clinical Manager, OLDER PERSONS MENTAL community team** | **Total FTE** | 0.5 |
| Budget Size | **Opex** |  | **Capex** |  |
| Delegated Authority | **HR** |  | **Finance** |  |
| Date | 16/9/25 |
| Job band (indicative) | Up to step 7 |

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.

## Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

* caring for the people
* recognising, supporting and valuing our people and the work we all do
* working together to design and deliver services, and
* defining the competencies and behaviours we expect from everyone.

**About the role**

The primary purpose of the role is to:

The Community Mental Health Nurse will utilise their nursing knowledge and skills to provide safe and effective nursing care to consumers / patients that have a primary psychiatric illness and meet the acceptance criteria of Older Persons Mental Health.

The Community Mental Health Nurse will provide Adult Community Referral Centre cover as per roster requirements.

Nursing Assessment and/or InterRai assessment and critical thinking skills will be utilised to make safe autonomous decisions regarding the management of nursing care.

The Community Mental Health Nurse assists other nurses provide complex nursing care & will contribute to nursing team development and leadership.

The Community Mental Health Nurse is a contributing member of the interdisciplinary team.

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| Key Result Area | Expected Outcomes / Performance Indicators |
| **Te Tiriti o Waitangi** | * Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.
* Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.
* Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
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| **Equity** | * Commits to helping all people achieve equitable health outcomes.
* Demonstrates awareness of colonisation and power relationships.
* Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.
* Shows a willingness to personally take a stand for equity.
* Supports Māori-led and Pacific-led responses.
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| Task | **To demonstrate professional responsibility, complying with CDHB Policy and Procedures and working within the Older Persons Health Service philosophical framework.** |
| Expected Result | 1. Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements
2. Demonstrates the ability to apply the principles of the Treaty of Waitangi to nursing practice
3. Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others, and utilises more experienced RNs to assist with problem solving and setting priorities
4. Promotes an environment that enables patient safety, independence, quality of life and health
5. Practices nursing in a manner that the patient determines as being culturally safe
6. Reads and adheres to CDHB & Older Persons Health Policy and Procedures, and practices in accordance with relevant mental health nursing ethical frameworks and codes of conduct.
7. Represents the organisation and the nursing profession in a committed manner, projecting a professional image of nursing
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| Task  | **To demonstrate professional accountability in the management of nursing care embodying the Code of Health & Disability Services Consumers Rights.** |
| Expected Result | 1. Evaluates patient’s progress toward expected outcomes in partnership with patients
2. Validates and documents decision-making and outcomes based on nursing knowledge and clinical experience
3. Recognises early and subtle changes in the patient’s health status and/or circumstances and intervenes appropriately
4. Monitors acuity to maintain a safe and therapeutic environment.
5. Acknowledges own limitations of knowledge in complex situations and utilises appropriate resource people when necessary
6. Demonstrates risk assessment and management skills, and practises within a restraint minimisation and safe practice framework.
7. Provides health education appropriate to the needs of the patient within a nursing framework
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|  | 1. Educates patients and family groups effectively by assessing learning readiness; providing teaching; evaluating knowledge and lifestyle changes and maximising opportunities for patient learning and independence. Promotes recovery in all aspects of patient treatment
2. Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care
3. Maintains professional development
4. Continues to advance clinical knowledge and skills through self-learning, unit teachings, in-service education and external programmes as approved by his/her line manager/Clinical nurse specialist
5. Participates in teaching others, including students of nursing, medical students and other health care workers.
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| Task | **To demonstrate effective interpersonal relationship skills** |
| Expected Result | 1. Establishes, maintains and concludes therapeutic interpersonal relationships with patients.
2. Practises nursing in a negotiated partnership with the patient where and when possible
3. Communicates effectively with patients and members of the health care team
4. Maintains privacy and confidentiality at all times.
5. Involves family/whanau in treatment planning.
6. Able to utilise appropriate mental health therapeutic interventions.
7. Incorporates therapeutic risk management in to daily practice.
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| Task | **To participate in inter-professional health care and quality improvement** |
| Expected Result | 1. Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care
2. Recognises and values the roles and skills of all members of the health care team in the delivery of care
3. Initiates referrals to other members of the health care team in a timely manner, in the role of case manager.
4. Consistently participates and where appropriate co-ordinates interdisciplinary team meetings and family conferences, representing the nursing perspective of patient needs, and enacting outcomes appropriately
5. Participates in activities which monitor/audit delivery of quality patient care e.g. accreditation processes, and current or retrospective nursing audits
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|  | 1. May be the unit/team representative on professional nursing and/or other committees
2. Shares specialist knowledge and networks with nursing colleagues within and external to CDHB
3. When required, assists in formulating and reviewing nursing standards, procedures and guidelines
4. Develops and/or participates in activities which monitor and audit nursing practice and quality patient health outcomes
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| Task | **To contribute to the administration of the Older Persons Mental Health for the Elderly, working effectively within the interdisciplinary team and act as a professional role model.** |
| Expected Result | 1. Contributes to the running of the service through participation in tasks that support patient recovery
2. Provides leadership within the service and effectively co-ordinates patient care
3. Demonstrates awareness of factors which impact on patient care in her/his environment
4. Prioritises own workload to enable support, assistance and supervision for other nurses when necessary
5. Actively participates in clinical and service business meetings to enhance multi-disciplinary team functioning
6. Uses appropriate channels of communication
7. Utilise resources in a cost-effective manner
8. Acts as a mentor / preceptor in the orientation of new staff and nursing students
9. Educates nurses, nursing students and other staff clinical procedures following CDHB Policy and Procedure, in conjunction with more experienced RNs and the Clinical Nurse Specialist
10. Participates in in-service education and post-registration education as approved/requested by the nursing line manager
11. Undertakes specific responsibilities including PPP&R Act, Mental Health Act or other areas of designated responsibility or expertise
12. Has a knowledge of ethical principles and assists others in resolution of potential dilemmas, utilising appropriate resource people where necessary
13. Undertakes safe autonomous practice supported by the interdisciplinary team
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| Task | **To participate in the annual performance review process in conjunction with the line manager (or nominated appraiser) and professional advisor (or delegate).** |
| Expected Result | 1. Prepares for and participates in her/his annual performance review
2. Identifies and documents professional goals in conjunction with her/his line manager and professional advisor.
3. Maintains a professional nursing portfolio
4. Presents Annual Practising certificate in a timely manner
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| Task | **To implement emergency procedures and maintain a safe and secure environment by following relevant Canterbury District Health Board policies, protocols and standards.** |
| Expected Result | This includes but is not limited to:1. Demonstrates competence in emergency procedures, e.g. fire, restraint procedures, CPR
2. Completes mandatory Older Persons Health Service training and updates regularly as required by CDHB’s policies and procedures
3. Identifies, takes appropriate action and promptly reports clinical, Occupational Safety & Health and security incidents
4. Assists in the maintenance of unit equipment and where necessary, promptly reports unsafe or malfunctioning equipment
5. Maintains standards for safety, infection control, and medico-legal requirements
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## Matters which must be referred to the clinical manager

* Security breaches and quality standard failures.
1. Any matters which are not clearly identified or do not comply with Health NZ’s adopted policies or procedures.

## Relationships

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| External | Internal |
| Educational Institutions Other health care providers | Clinical DirectorOperations ManagerService ManagersClinical ManagersCharge Nurse ManagersClinical Nurse SpecialistsMembers of interdisciplinary team and other health professionalsConsumer RepresentativesQuality Team  |

## About you – to succeed in this role

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| **You will have** | **Essential:*** Be registered with the Nursing Council of New Zealand as a Registered Nurse
* A scope of practice that entitles the Registered Nurse to work within a psychiatric clinical setting
* Hold a current Nursing Council of New Zealand annual practising certificate
* Have completed a graduate nurse programme or return to nursing programme (other recognition of entry to practice experience must be approved by the Director of Nursing)
* Hold a valid New Zealand drivers licence.
* Experience in implementing Te Tiriti o Waitangi in action.
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| **You will be able to** | **Essential:*** Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
* Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
* Maximise the quality and contributions of individuals and teams to achieve the organisation’s vision, purpose and goals.
* Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
* Demonstrate a strong drive to deliver and take personal responsibility.
* Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
* Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
* Demonstrate professional accountability within scope of practice
* Have a commitment to ongoing development of nursing skills and in-service education.
* Have excellent therapeutic communication skills.
* Have the ability to work as part of a interdisciplinary team.
* Adhere to Health NZ’s policies and procedures.
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*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*