Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi

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Title	The Registered Nurse: Community Mental Health			
Reports to	Clinical Manager Professionally reports to the service area Nurse Consultant			
Reports to daily	Clinical Manager Clinical Nurse Specialist			
Location	Specialist Mental Health Services			
Department				
Direct Reports	Nil		**Total FTE**	1.0
Budget Size	**Opex**	No budget allocated to role	**Capex**	No budget allocated to role
Delegated Authority	**HR**		**Finance**	
Date				
Job band (indicative)	NZNO Registered Nurses Step 1 – 8			

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 role of the Registered Nurse: Community Mental Health is to use contemporary nursing* knowledge to provide safe and effective nursing care consistent with multidisciplinary team (MDT) plans, to tāngata whaiora who are under the care of SMHS community teams. The Registered Nurse: Community Mental Health provides practice that is tikanga-informed and is underpinned by an equity focus.

* nursing in this document refers to registered nurses

Role Responsibilities	Expected Outcomes / Performance Indicators
To demonstrate professional responsibility as a Registered Nurse (RN)	• Demonstrates professional and ethical accountabilities of practice that adhere to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures • Advocates for health equity for Māori in all situations and contexts • Understands and works within the limits of expertise and seeks guidance to ensure safe practice. This includes requesting assistance from other RNs to assist with problem-solving and setting priorities • Maintains the privacy and confidentiality of tāngata whaiora, whānau and the healthcare team • Understands and complies with professional, ethical, legal, and organisational policies for obtaining, recording, sharing, and retaining information required in practice • Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care • Represents Health New Zealand and the nursing profession in a professional manner • Shares specialist knowledge and networks with nursing colleagues within and external to New Zealand
To provide quality nursing care to tāngata whaiora who are under the care of SMHS community teams	• Provides planned nursing care in partnership with tāngata whaiora and whānau to achieve identified outcomes • Implements and evaluates the effectiveness of nursing interventions and determines changes to the plan of care • Demonstrates the ability to apply the principles of Te Tiriti o Waitangi through tikanga-informed practice • Practices culturally safe care which is determined by tāngata whaiora • Coordinates and assigns care, delegates activities, and provides support and direction to others. This includes directing, monitoring,

	and evaluating nursing care that is provided by Enrolled Nurses, mental nurse assistants and others • Ensures that all documentation is legible, relevant, accurate, professional, and timely • Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting • Assesses and responds to emerging risks (including escalating situations) by adjusting practice priorities and escalating to the appropriate clinical team member/s • Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines • Supports tāngata whaiora and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options
A commitment to whanaungatanga and communication using effective communication strategies	• Incorporates professional, therapeutic, tikanga-informed and culturally appropriate communication in all interactions • Uses a range of communication techniques to establish, maintain and conclude professional and/or therapeutic relationships with tāngata whaiora, whānau and the healthcare team • Communicates professionally to build shared understanding with tāngata whaiora, their whānau and communities • Upholds the mana of tāngata whaiora, whānau and the nursing profession by demonstrating respect, kindness, honesty, and transparency of decision-making in practice
To participate maintaining a positive team culture that is underpinned by principles of professionalism, equity, continuous quality improvement and Te Tiriti o Waitangi	• When requested by their CNM or CNS, assists in formulating and reviewing nursing standards, procedures, and guidelines • Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care • Actively contributes to a collaborative team culture of respect, support, and trust • Participates in in-service education and post registration education as approved/requested by the nursing line manager • Contributes to a collaborative team culture founded upon professionalism, equity and Te Tiriti o Waitangi • Actively participates in clinical and service business meetings
To contribute to the administration of the service, working effectively with the	• Acts as an effective role model, mentor, and preceptor in the orientation of new staff and nursing students • When requested by the clinical manager or CNS, will train and act as a Duly Authorised Office

multidisciplinary team and acting as a professional role model	• Prioritises own workload in order to enable support, assistance, and supervision for other nurses • Acts as a resource for area specific responsibilities as directed by the clinical manager or CNS

Matters which must be referred to the Clinical Manager/Duty Co-ordinator/ /Nurse Consultant /Clinical Nurse Specialist

- Security breaches and quality standard failures
- Any matters which are not clearly identified or do not comply with Health New Zealand's policies and procedures

Relationships

External	Internal
• Professional & industrial organisations • NGO's, Māori, and community providers • Primary Care	• Staff of the Specialist Mental Health Service • Clinical Manager • Clinical Nurse Specialist • Members of multidisciplinary team and other health professionals • Tangata whaiora and their whānau/ families • SMHS Lived Experience team • Nurse Consultant • Director of Nursing

About you – to succeed in this role

You will have

Essential:

- A current Nursing Council of New Zealand Registered Nurse practicing certificate with scope to work in mental health
- A current full driver's license

Desired:

- Formal training in Clinical Supervision and be providing this to other SMHS clinicians
- Working towards a postgraduate qualification

You will be able to

Essential:

- Demonstrate an understanding of Te Tiriti o Waitangi, and how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing
- Demonstrate professional accountability within the scope of practice for an RN
- Demonstrate a commitment to ongoing clinical and cultural development
- Use excellent therapeutic communication skills and be able to engage using whanaungatanga
- Work as part of a multidisciplinary team
- Adhere to Health New Zealand's policies and procedures
- Demonstrate high standards of personal, professional, and institutional behaviour through commitment, loyalty, and integrity.

Desired:

- A demonstrated ability to contribute towards change and service quality improvement initiatives.

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 your line manager and professional lead.