

Position Description

(MidCentral Generic RN Position Description)

Vacancy ID: 6773

Role Title:	Registered Health Professional - Registered Nurse - Te Mātāpuna o te Ora Specialist Community Mental Health and Acute Mental Health Services
Reports to:	Locality Manager or Service Manager
Professionally responsible to:	Associate Director of Nursing
Full-Time Equivalent:	1.0

Organisation Context

Te Whatu Ora | Health New Zealand leads the day to day running of the health system across New Zealand, with functions delivered at local, district, regional and national levels. It weaves the functions of the 20 former District Health Boards into its regional divisions and district offices, ensuring continuity of services in the health system.

Te Whatu Ora, Health New Zealand Te Pae Hauora o Ruahine o Tararua – MidCentral (MidCentral) (previously MidCentral District Health Board) provides healthcare services to over 180,000 people across the Manawatu, Horowhenua and Tararua regions. With a large hospital campus at Palmerston North, it also provides key health care and support services to neighbouring communities. We are one of the Manawatu's largest employers with over 2800 staff members.

TE TIRITI O WAITANGI OBLIGATIONS: ONE KEY ACCOUNTABILITIES

Coordinate an innovative continuous quality improvement programme within Clusters for Māori patient/patients.

Promote the use of performance, quality and equity data and health outcome information to:

- Measure and monitor best practice and health inequities
- Identify barriers to high quality, equitable care
- Identify continuous quality improvement initiatives that focus on achieving health equity, excellent health outcomes, and excellent patient/client care

Ensure the professional and political integrity of MidCentral by carrying out all functions in compliance of Te Tiriti o Waitangi by demonstrating ongoing commitments to keeping Te Tiriti alive.

Show sensitivity to cultural complexity in the workforce and a high level of cultural competency with consumer and whānau populations of diversity

Apply the articles of Te Tiriti o Waitangi in everyday practice:

- Article 1, Kawangatanga - Partnering for mutual benefit
- Article 2, Tinorangatiranga – Māori retain rights to their own treasures, resources and knowledge
- Article 3, Oritetanga – Māori are entitled to the same rights and outcomes as that of other citizens
- Article 4, Wairuatanga – Spiritual diversity is retained

Demonstrate understanding and apply Te Whāre Tapa Whā (the four cornerstones of health), te taha wairua (spiritual aspects), te taha hinegaro (mental and emotional aspects), te taha whānau (family and community aspects) and te taha tinana (physical aspects) to practice

Guide others in practice that is consistent with person/whānau centred care and the principles of Te Tiriti o Waitangi

Compassionate
Ka whai aroha

Respectful
Ka whai ngākau

Courageous
Ka mātātoa

Accountable
Ka noho haepapa

Role Purpose

The Registered Nurse (RN) utilises nursing knowledge and complex nursing judgement to assess health needs, provide care, and advise and support people to manage their health.

The RN Practices independently and in collaboration with other Health Professionals to provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions based on substantial scientific and professional knowledge and skills.

The RN provides direction and delegation to Enrolled Nurses (ENs), unregulated Health Care Assistants and Student Nurses. The RN may also use their expertise to manage, teach, evaluate and research nursing practice.

Key Accountabilities

Te Whakawhanake Ngaiotanga Whaiaro: Professional responsibility: Evidences professional, legal and ethical responsibilities and cultural safety. This includes demonstrating knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises patient safety, independence, quality of life and health

Te Hīranga O Te Mahi Hauora: Management of nursing care: Assesses and manages patient care, which is responsive to the patient's needs and is supported by nursing knowledge and evidence-based research

Te Whakawhiti kōrero whaihua me te mahi ngāta: Interpersonal relationships: Applies interpersonal and therapeutic communication with patient, other nursing staff and interprofessional communication and documentation

Te whakapai ake i te kounga rangahau me te huringa: Inter-professional health care and quality improvement: Demonstrates that as a member of the health care team, they evaluate the effectiveness of care and promote a nursing perspective within the interprofessional activities of the team

Role Relationships

The RN will develop relevant functional relationships within and across services, the organisation and with nursing and other professional groups across the care continuum including:

ADONs; Operations Lead; Pharmacists; Pae Ora Māori Health Directorate; Occupational Health & Safety; Integrated Operations Centre; Quality & Clinical Risk; Infection Prevention & Control; Allied Health Professionals; Nurse Educators; Nursing and Medial staff; Community Teams; Aged Care Providers.

Role Responsibilities

The MidCentral RN Role Responsibilities are centred around the Key Accountabilities and the Bicultural Model of Care.

MidCentral Bicultural Model of Care

He Korowai Oranga, the Māori Health Strategy (2014) articulates three key concepts of Wai Ora, Mauri Ora and Whānau Ora; these three concepts are understood as a means for achieving Pae Ora (Healthy Futures). These concepts are interconnected and align with the Māori health model Te Whare Tapa Whā. Culturally responsive practice integrates the above elements to reinforce and further strengthen the strategic direction for Māori health and the advancement of healthcare for all New Zealanders.



Figure 1 Aotearoa Model of Care (2018)

PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES			
TE WHAKAWHANAKE NGAIOTANGA WHAIARO: PROFESSIONAL RESPONSIBILITY			
<p>WHĀNAU ORA: Whānau or families are the cornerstone of Māori, and indeed all people's, lives. An individual person is still in context a member of a family. By providing care in this context it ensures people are attached, grounded and empowered to advance their health, their family health and their wider community.</p> <p>MĀURI ORA: Mauri is the concept of the life force that is instilled in people and all living things. Mauri Ora is the protection and advancement of this force for health.</p>			
Wairua	Whānau	Hinengaro	Tinana
			MEASURES
<ul style="list-style-type: none"> Practises based on professional, ethical and legal standards in accord with relevant legislation, codes, and 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 Demonstrates accountability for directing, monitoring and evaluating nursing care that is delegated to students, Enrolled Nurses and HCAs Seeks advice if unsure about the role and competence of others when delegating work Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment Maintains infection prevention and control principles Recognises and manages risks to provide care that best meets the needs and interests of patients and the public Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice and commitment to the improvement of Māori health status Recognises the impact of the culture of nursing on patient care and endeavours to protect the patient's wellbeing within this culture 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 			<p><i>Delegation is appropriate</i> <i>Undertakes TOW and Cultural Safety Training</i></p>

PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES			
TE HĪRANGA O TE MAHI HAUORA: MANAGEMENT OF NURSING CARE			
<p>WHĀNAU ORA: Whānau or families are the cornerstone of Māori, and indeed all people's, lives. An individual person is still in context a member of a family. By providing care in this context it ensures people are attached, grounded and empowered to advance their health, their family health and their wider community.</p> <p>MĀURI ORA: Mauri is the concept of the life force that is instilled in people and all living things. Mauri Ora is the protection and advancement of this force for health.</p>			
<i>Wairua</i>	<i>Whānau</i>	<i>Hinengaro</i>	<i>Tinana</i>
			MEASURES
<ul style="list-style-type: none"> • Undertakes comprehensive and accurate nursing assessments using suitable assessment tools, underpinned by evidenced based knowledge • Uses effective engagement processes by integrating Māori approaches such as whakawhanaungatanga/building authentic meaningful relationships with people and whānau • Contributes to care planning, involving patient and family/whānau, demonstrating an understanding of patients right to make informed decisions • Ensures the patient is provided with appropriate information to make informed decisions relating to treatment, and care reflects preferences • Discusses ethical issues related to area of practice with patient/whānau and the health care team • Ensures documentation is current, accurate, timely and maintains confidentiality, within a legal and ethical framework • Demonstrates the computer skills necessary to organise data for essential care delivery • Evaluates patients progress toward expected outcomes, including treatments and health education, in collaboration with the patient, whānau and the health care team • Evaluates the effectiveness of nursing care, seeking assistance and support as necessary • Takes appropriate nursing actions in emergency situations and other situations that compromise patient safety • Takes responsibility for maintaining own professional development, including mandatory organisational requirements, updating knowledge to reflect best practice, and sharing knowledge with others • Contributes to the support, direction and teaching of colleagues to enhance professional development • Maintains a professional portfolio 			<p>Maintains APC:</p> <ul style="list-style-type: none"> • compliance with APC requirements (i.e. education hours, core training) <p>Maintains PDRP</p> <p>Maintains certifications:</p> <ul style="list-style-type: none"> • mandatory compliance training certification and re-certification achieved <p>Maintains Core and Enhanced Skills:</p> <ul style="list-style-type: none"> • compliance with Core and Enhanced Skills

PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES TE WHAKAWHITI KŌRERO WHAIHUA ME TE MAHI NGĀTA: INTERPERSONAL RELATIONSHIPS				
Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> Initiates, maintains and concludes therapeutic interpersonal interactions with patients and whānau Communicates effectively, positively and courteously with patients and the health care team Resolves problems and conflicts effectively using organisational structures and processes Practises nursing in partnership with the patient acknowledging family/whānau perspectives and supports their participation in services Endeavours to establish alternative communication methods when patients are unable to verbalise Accesses an interpreter as appropriate Discussions concerning patients are restricted to settings, learning situations and or relevant members of the health care team 				Patient satisfaction Staff/team feedback

PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES TE WHAKAPAI AKE I TE KOUNGA RANGAHAU ME TE HURINGA: INTERPROFESSIONAL HEALTH CARE AND QUALITY IMPROVEMENT				
WAI ORA (HEALTHY ENVIRONMENT): Wai or water is the connector of all living life it nourishes and hydrates and represents the natural environment in which we all live. A healthy environment is essential for our individual and collective health.				
Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> Collaborates and co-ordinates care with other health professionals to ensure a quality service Maintains and documents information necessary for continuity of care and recovery Develops a discharge plan and follow up care in consultation with the client, family/whānau and other health team members Makes appropriate referrals to other health team members Identifies community kaupapa Māori Services and /or whānau ora services that can support whānau to access services Recognises and values the roles and skills of all members of the health care team in the delivery of care Demonstrates knowledge of community services and resources Participates in continual quality improvement activities to monitor and improve standards of nursing Participates in review and audit of practice and policies based on research Recognises and identifies researchable practice issues and refers them to the appropriate people 				Team relationships Quality Improvement

INDIVIDUAL RESPONSIBILITY FOR WORKPLACE HEALTH & SAFETY UNDER THE HEALTH AND SAFETY AT WORK ACT (2015)

Be familiar with all policies and procedures as they affect the work environment.

Be familiar with, able to apply, and comply with all MidCentral Health & Safety policies and procedures in the work environment (i.e. Health & Safety Policy, Infection Control Policy, Emergency Response Manual and Procedures Flip Chart, use of safety equipment and materials)

Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation. Ensure that safe working procedures are practised and no person is endangered through action or inaction.

Be aware of, and identify hazards and take action accordingly, including preventing or minimising the adverse effects of hazards as reasonably practical at the time.

Ensure that all incidents including near misses are reported within the required timeframe using MidCentral's incident reporting system, and that issues of concern are raised to the appropriate staff when identified.

Actively participate in MidCentral's health and safety programmes, through input into meetings, feedback through committee structures, activities directed at preventing harm & promoting wellbeing in the workplace, be aware of and liaise with the Health & Safety Representative for the area as appropriate.

Role Specifications

Essential

- Registered Comprehensive or Psychiatric Nurse
- Current New Zealand Annual Practising Certificate
- Current full drivers licence and ability to drive during hours of darkness.
- Commitment to ongoing training and development against identified needs within the various service settings under Te Uru Rauhi: Te Mātāpuna o te Ora management.
- Commitment to MidCentral core values: Compassionate - Ka whai aroha, Respectful - Ka whai Ngākau, Courageous - Ka Mātātoa and Accountable - Ka noho haepapa.

Interpersonal Skills:

- Personable and friendly, relates well to people
- Builds an effective level of rapport within a short period of time
- Reads situations effectively and tailors responses to reflect the needs of the situation
- Effectively communicates in situations requiring tact and diplomacy
- Able to communicate complex and involved (e.g. technical, medical) ideas to others
- Able to identify and proactively manage tension between people
- Able to influence individuals or small groups of people in relation to straightforward/non-contentious issues
- Able to negotiate and obtain buy-in

Written Communication Skills:

- Has sound written communication skills e.g. patient documentation, formal referrals
- Pitch, style, tone and couching of message is appropriate for context and purpose
- Uses a range of specialist terminology
- Scope of written documentation covers complex topics

Excellence and Focus:

- Sets and achieves challenging goals and targets for themselves
- Improves own efficiency and monitors performance to identify areas for improvement
- Is committed to addressing development needs
- Adapts easily to change
- Proactively manages time
- Able to be assertive and stand firm on issues as appropriate

Problem Solving:

- Able to make sense of a wide range of information
- Is logical when thinking through issues
- Able to critically evaluate pros and cons
- Solutions and judgements are supported by reasoned analysis and take into account causes and consequences. Comes up with innovative solutions
- Thinks quickly on their feet, able to counter objections appropriately
- Considers the wider implications of their actions and decisions. Balances short and medium-term perspectives

Professional and Technical Expertise:

- Has required technical skills, certification or credentials e.g. IV, PCA
- Competent using a computer
- Is prepared to and has the ability to learn new web based clinical applications e.g. IBA, Concerto, required for the role. Undertakes training if required

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Physical Attributes for the Role

Under the Human Rights Act 1993 discrimination based on disability is unlawful. MidCentral will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health & Safety/ Infection Prevention & Control Team.

- General capacity to move about the department into work areas where space is restricted.
- High degree of physical capacity as the work requires frequent standing, walking, stretching, twisting of body, bending and lifting of heavy weights. The work also requires the ability to move rapidly at times. Stature extremes may increase hazard of shared activities.
- Manual dexterity to operate equipment and undertake duties of a repetitive nature.
- Mental concentration and related abilities.
- Visual ability sufficient to safely administer medications, carry out wound care and suturing, and to work continuously under artificial light.
- Hearing capacity and speech should be sufficient to communicate with clients and caregivers enabling direct and telephone (including cellphone) communication.
- Skin condition should allow frequent contact with water, soap/disinfectant soap, latex rubber.
- Skin should not be fissured, scaly or cracked on hands, forearms, face or neck.
- The appointee must not have infection or colonisation with MRSA.
- The appointee's health condition should not result in undue hazard to the appointee, client or others as a result of exposure to blood, body fluids/waste or infectious disease. (Note: MidCentral Policy for Work Restriction of Staff with Communicable Disease especially Skin Appendix).
- Must be able to function under rapidly changing and demanding conditions.

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Appendix A - MidCentral's Values and Behaviours

All employees of MidCentral will adopt the values and demonstrate the behaviours related to them of being Compassionate, Respectful, Courageous and Accountable - in the following ways:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KIA WHAI NGĀKAU

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples' perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KIA MĀTĀTOA

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other's behaviour is inconsistent with the MidCentral's values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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Appendix B – MidCentral’s Strategy

WE ARE COMMITTED TO

Ka ū tā mātou mahi



QUALITY LIVING
Kia pai te noho



HEALTHY LIVES
Kia ora te tangata



WELL COMMUNITIES
Kia ora te hapori

WE ARE ABOUT

Better health outcomes, better health care for all

— Ko tā mātou mahi —

He whakapai ake i te hauora hei oranga mō te katoa

INDIVIDUALLY AND TOGETHER WE WILL

Achieve quality and excellence by design

Connect and transform primary, community and specialist care

Partner with people and whānau to support health and wellbeing

Achieve equity of outcomes across communities

He mahi takitahi hei toa takitini

Kia kounga, kia hiranga te hoahoa

Kia mahi tahi me te tangata, me te whānau hei tautoko i te hauora me te oranga

Kia tūhono e pai ake ai te atawhai tuatahi, te atawhai hapori, te atawhai ngalo

Kia tākeke ngā hua mā ngā hapori katoa

WE WILL BE

Compassionate

Respectful

Courageous

Accountable

— Ka pēnei mātou —

Ka whai aroha

Ka whai ngākau

Ka mātātōa

Ka noho haepapa

WE WILL ACHIEVE THIS SUCCESS THROUGH OUR

People

Partners

Information

Stewardship

Innovation

— Ka eke angitu māfou mā —

Ō mātou iwi

Ō mātou hoa mahi

Te whakamāhio

Te tiaki

Te auaha

Appendix C: Registered Nurse – Scope of Practice

(Under the Health Practitioners Competence Assurance Act 2003)

Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, health care assistants and others. They provide comprehensive assessments to develop, implement, and evaluate an integrated plan of health care, and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making. This occurs in a range of settings in partnership with individuals, families, whānau and communities.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered nurses may also use this expertise to manage, teach, evaluate and research nursing practice. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

There will be conditions placed in the scope of practice of some registered nurses according to their qualifications or experience limiting them to a specific area of practice. Some nurses who have completed the required additional experience, education and training will be authorised by the Council to prescribe some medicines within their competence and area of practice.

The Nursing Council's Competencies for Registered Nurses (2016) describe the skills and activities of registered nurses.

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Part 2: RN POSITION DESCRIPTION

(to be used in combination with MidCentral Generic RN Position Description)

The following appendix will not replace or remove any of MidCentral RN Key Responsibilities and Measures as outlined in the MidCentral RN Position Description (Generic): The Appendix is designed to outline the area / service specific requirements for the RN role that are additional to those outlined in the generic MidCentral RN position description.

Specific Area / Service Requirements for this MidCentral RN role:

Mental Health & Addictions Services - Te Mātāpuna o te Ora - The Source of Wellbeing

Te Mātāpuna o te Ora is an idiom which relates to and recognises the important role the awa (river) plays in ensuring the holistic wellbeing of the people. Traditionally Māori acknowledged awa as tupuna, an ancestor or named them after a significant event or attribute. Awa have mana and a mauri (life-force) of their own and also enhance the mana and the mauri of the people.

The use of this expression promotes a focus on wellness and encourages interconnectedness socially, spiritually, physically and environmentally and encompasses the aspirations to achieve 'WAIORA' flourishing individuals, whānau and communities. This new service model delivery approach will support the achievement of tangata whaiora as laid out in the MidCentral response to the Mental Health enquiry leading to He Ara Oranga and the endorsed 38 commitments.

ROLE PURPOSE:

To provide nursing care that is safe, cost effective and of the highest quality in accordance with the evidence, professional standards, organisational standards and policy and procedure.

The Registered Nurse works in partnership with tangata whaiora, whānau, key stakeholders and collaborates with the professional interdisciplinary team and its associated allied support staff to deliver effective care, using wellbeing and recovery principles.

Nurses use nursing knowledge and clinical reasoning to assess health needs and in partnership provide care, advice, and support to tangata whaiora and whānau to manage their health. Mental Health and Addiction Nurses work within a specialist field of Nursing to provide comprehensive care, including health education, health promotion and wellbeing support across the recovery continuum. Nurses undertake assessment, formulation, diagnosis, intervention and evaluation to work in partnership with tangata whaiora and whānau/family in a variety of settings across the care continuum and the lifecycle. Mental Health and Addiction Nurses also address a person's physical health care needs and ensure that care is individualised and integrated within the person's social, spiritual and cultural context. Mental Health and Addiction Nurses recognise the need for flexibility, adaptability, responsiveness, and sensitivity as they shape their practice to the changing needs of people, whānau/family, and communities through evidence based practice and strength based interventions.

PRIMARY OBJECTIVE:

The Integrated Service Model - Te Mātāpuna o te Ora at maturity this will provide wellbeing focused assessment, intervention and treatment for tangata whaiora experiencing

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moderate to severe mental distress. The service is committed to becoming increasingly CEP “Co-Existing Problems” capable, and as such the service setting requires flexible and responsive individuals as part of the wider team.

The successful applicant will be based within Te Mātāpuna o te Ora – NAME/LOCATION, however may be requested to work in other teams within the Service or co-locate within the primary and/or non-government settings (NGO) in order to best meet the needs of allocated tangata whaiora and any wider community needs as/when necessary.

ESSENTIAL QUALIFICATIONS:

SERVICE SETTING AND ADDITIONAL RESPONSIBILITIES:

Each locality within Te Mātāpuna o te Ora will have Locality Service Managers and Lead Facilitators who manage the various clinical and operational functions of the locality. In some teams this may include multiple Leads (Flexible Assertive Community Treatment - FACT, Early Psychosis Intervention - EIS, Short-Term, Addictions and Unplanned Care Leads).

Each of these Leads may delegate additional duties to members of the team as/when required under the direction of the Locality Manager, Service Manager and Operations Lead. Within policy this delegation may be referred to by professional designation or as Care Coordinator.

It is essential that all Nurses within the locality or service have and awareness and understanding of the various functions completed within each team inside that locality. Due to the integrated nature of care delivery it is likely that the Registered Nurse will complete or collaboratively plan many of these interventions.

The Performance Measures for the listed tasks are aligned to the Key Accountabilities as listed within **MidCentral Generic RN Position Description** and should be read as reflecting alignment to MidCentral core values also.

It is the intention that the following is viewed as summary of current understanding rather than instructional manual – dynamic as we learn more.

LOCALITY FACT SERVICE:

The Nurse will be providing care to tangata whaiora identified as having long-term and complex needs. The FACT team will meet regularly to plan care provision based on full team acuity, total client numbers and skill mix. Care coordination is structured by the FACT approach and has a fidelity-based expectation within delivery. Core functions and skills within this service include (but are not limited to):

- Complete an initial assessment with risk/safety formulation for presentation to the Interdisciplinary Planning (IDP) meeting.
- Provide nursing care plan formulation to the IDP alongside the projected FACT plan of care - this individualised treatment and transition plan should indicate where flex can occur to support an increase or decrease in need by tangata whaiora.
- Participate in daily FACT meetings supporting care coordination of the tangata whaiora group.
- Work collaboratively across the IDP to effectively and efficiently team manage allocated tangata whaiora groups, i.e. provide the nursing discipline specific lens.

- Active facilitation of metabolic screening and physical health checks during the provision of other health interventions by other members of the FACT team, i.e. providing intramuscular medications, supporting GP/NP/Primary Care Practitioner liaison or group attendance.
- Provide support/referral to tangata whaiora seeking access to a variety of talking therapies, both individually and within group settings.
- Support admissions to the Acute Inpatient Unit including collaboration with other Locality clinicians providing crisis assessment.
- Be the identified liaison person for a partner agency currently involved in the care of tangata whaiora within the FACT team, i.e. a GP/NP/Primary Care Practitioner practice, NGO or iwi provider.
- Have clear knowledge of the Mental Health (Compulsory Assessment and Treatment) Act (1992) - MHA, the Substance Addiction (Compulsory Assessment and Treatment) Act (2017) - SACAT, the Misuse of Drugs Act (1975) – MoDA, and Protection of Person and Property Rights Act (1988) - PPPR.

LOCALITY UNPLANNED CARE AND CRISIS RESOLUTION SERVICE:

Crisis response or unplanned care, is a rostered position utilising staff within each Locality Service. This function runs flexibly, 7 days per week including an On Call function. Alongside understanding the core functions of the Locality Service nurse, the unplanned care and Crisis Resolution Nurse may also:

- Complete crisis assessments with risk/safety formulation for presentation to the Interdisciplinary Planning (IDP) meeting.
- Facilitate and support admissions to the Acute Inpatient Unit including those in collaboration with other Locality and FACT clinicians.
- Contribute to and engage in activities to ensure smooth and timely discharge from the Acute Inpatient Unit, i.e. attend IDP and whānau/family meetings.
- Work in partnership with community-based services and agencies to ensure tangata whaiora and whānau/family are aware of, and have access to, optimum support in a timely manner.
- Provide consultation and support alongside Te Ara Rau and Primary Health when required.
- Be a qualified Duly Authorised Officer and/or Authorised Officer within MHA (1992) and SACAT (2017) respectively.

LOCALITY SHORT TERM SPECIALIST ASSESSMENT, TREATMENT AND LIAISON SERVICE:

The Nurse will provide care to tangata whaiora experiencing serious mental distress and addiction issues, which require up to six months of planned intervention. The integration of this approach holds an interdisciplinary methodology recognising that tangata whaiora may access this best when supported in their home, inside a local community organisation and wherever possible in partnership with their primary health care providers. Core functions and skills of the Nurse within this service include (but are not limited to):

- Complete triage of new referrals into the service including facilitation of initial assessments with risk/safety formulation for presentation to the IDP.
- Formulate and plan care applying the nursing lens within the IDP.
- Ensure that all members of the IDP, including NGO and other inter-sectoral partners are aware of the agreed plan for tangata whaiora when in the position of Care Coordinator.
- Undertake nursing specific tasks as identified as benefiting the wider IDP in supporting the tangata whaiora accessing short-term interventions, i.e. when a person is primarily

accessing talking therapies but requires health literacy skill building around medication management or physical health concerns for long term wellness.

- Work across the Specialist Primary Mental Health and Te Ara Rau programs in partnership with their staff to promote consultation and specialist assessment access as/when required by tangata whaiora.
- Utilise skills of specific talking therapies when supporting tangata whaiora accessing care within the short-term service.
- Additionally, use those same skills in liaison with those tangata whaiora accessing FACT services across Te Mātāpuna o te Ora, when transition plans indicate they require a period of short-term intervention.

REGIONAL SPECIALIST PRIMARY MENTAL HEALTH AND ADDICTIONS SERVICE:

The Nurse will be part of a dynamic interdisciplinary team who will co-design and develop service pathways in partnership with primary health care providers, NGOs and additionally nominated service providers, alongside tangata whaiora with long term stable enduring mental health and addiction conditions across the region. Initially, it is likely tangata whaiora will transition from their Locality FACT services to this team at a point of stabilisation.

As this service will take the lead in developing and contributing to facilitation of group programs, education initiatives and therapies across the primary and secondary continuum, the Nurse within this service is expected to have excellent working knowledge of the core functions of the Locality services, and have additional skills that may include (but are not limited to):

- Group facilitation skills.
- An interest and skill with developing resources to support tangata whaiora as they transition towards increased independence in managing their health and wellbeing.
- Have an interest in mental health liaison with other health providers that increases their knowledge and understanding of managing long term stable mental health and addictions conditions in the community.
- A focus on care that is best practice driven, innovative, flexible and responsive to needs of tangata whaiora, whānau/family and their named primary health provider.
- Be a champion for breaking down stigma and discrimination that may be creating barriers for tangata whaiora accessing care in the primary setting.
- Work closely in partnership with our NGO and Peer Support Agencies to provide advice, support and timely intervention when required for those tangata whaiora requiring additional wellbeing support.

Conditions of Appointment

EMPLOYMENT AGREEMENT

The Collective Agreement which covers the work of this position is the Te Whatu Ora – Health New Zealand and New Zealand Nurses Organisation Nursing and Midwifery Collective Agreement (Collective Agreement) which applies to employees appointed to roles that are covered by the Collective Agreement and who are members of the New Zealand Nurse Organisation (NZNO) union.

NATURE AND TENURE OF APPOINTMENT

The appointment is permanent but may be terminated by four weeks' notice in writing by either party. In the event of the appointee being found to have breached the organisation's code of conduct or other policies, the appointment may be terminated without notice.

SALARY

The annual salary will be within the range from step 1 (new graduate) \$73,566 to step 7 \$103,630 as per the "Registered Nurse and Midwife Salary Scale" in the Collective Agreement.

Salary is proportionate to hours worked. All salary payments will be made by direct credit to a nominated bank account in the appointee's name (or jointly including the appointee's name).

HOURS OF WORK

Hours of work will be 40 hours per week. The intention is that service delivery is completed within normal business hours currently, however the expectation is that this will extend to reach our tangata whaiora in evenings and weekends as the service changes deploy and are imbedded in the coming months and years.

If the appointment is full-time the employee shall not engage in any other business or occupation without the prior consent of the Organisation. If an appointee is engaged in other business or occupation when taking up a full-time appointment with MidCentral, and wishes to continue to participate in this other business or occupation, this must be disclosed to the hiring manager prior to accepting the appointment.

TREATY OF WAITANGI

MidCentral is committed to its obligations under the Treaty of Waitangi. The appointee will be expected to incorporate the principles of the Treaty of Waitangi in their working practices.

EQUAL EMPLOYMENT OPPORTUNITIES

MidCentral is committed to the principles of Equal Employment Opportunities and all recruitment activities are conducted in accordance with these principles.

SMOKE FREE ENVIRONMENT

MidCentral provides smoke-free workplaces that protect the health and comfort of employees, patients/ clients, contractors, volunteers and visitors. All buildings, grounds and vehicles owned, occupied or leased by MidCentral are smoke-free. Employees are expected to promote smoke-free lifestyles and act as role models when working with patients/ clients and in the community.

CODE OF CONDUCT

MidCentral has a Code of Conduct that sets out the standards of performance and conduct required of employees. Employees of MidCentral are also required to act with a spirit of service to the community and meet high standards of integrity and conduct as set out in Standards of Integrity and Conduct - a code of conduct issued by the Public Service Commission.

*Compassionate
Ka whai aroha*

*Respectful
Ka whai ngākau*

*Courageous
Ka mātātoa*

*Accountable
Ka noho haepapa*

SHARED APPROACH TO WORK PRINCIPLES

It is important that MidCentral has a healthy and safe working environment in which all employees feel their contribution is valued and appreciated. The actions and behaviours below are intended to provide a guide and assist us all to develop and maintain this environment.

To be happy and proud in our work we will:

- Care for and support each other to have a safe work environment;
- Treat each other with trust and respect, recognising cultural and other differences;
- Communicate openly, honestly and act with integrity;
- Enable professional and organisational standards to be met;
- Support each other to achieve, and acknowledge contributions and successes.

MidCentral does not tolerate bullying, harassment, or inappropriate behaviour in the workplace environment.

CONFIDENTIALITY

All employees are responsible for the security of confidential and sensitive information which is held by MidCentral. All employees have a responsibility to comply with the requirements of the Privacy Act 2020 and the Health Information Privacy Code 1994 and any subsequent amendments.

It is a condition of employment for all employees that confidential or sensitive information is only accessed, used or disclosed as necessary to meet their employment or contractual obligations and in accordance with the relevant legislation, their professional obligations, and any other obligations imposed by law. Note: This does not preclude the sharing of clinical information among health professionals involved in the care or treatment of the individual on a “need to know” or consultancy basis.

Confidential information concerning a patient or client who is receiving or has received services provided by MidCentral may not be accessed by employees not involved in the care or treatment of the patient or client, and also may not be disclosed to unauthorised persons, except for those specific cases defined in relevant legislation and as per MidCentral’s Confidentiality Policy.

HEALTH DECLARATION

Shortlisted applicants will be required to complete a Health Declaration form and provide this to the hiring manager. They may also be required to undergo a medical examination as part of assessing their ability to fulfil the requirements of the position.

DECLARATION OF CRIMINAL CONDUCT AND OTHER INFORMATION

Shortlisted applicants will be required to complete a Declaration of Criminal Conduct and Other Information form and provide this to the hiring manager.

POLICE CLEARANCE/ CHECK(S)

Some appointments at MidCentral are subject to a Police Clearance which requires the applicant to complete a New Zealand Police Vetting Service Request and Consent Form. Additionally, overseas police checks may need to be applied for by the appointee if they have lived in any country other than New Zealand for 12 months or more within the last 10 years.

Shortlisted applicants will be advised of the requirement to undergo a New Zealand Police Clearance, and provide overseas police clearance/s, as required.

Notwithstanding the police clearance process upon appointment, in future all MidCentral employees may be required to undergo police and/ or other vetting procedures, and all staff will be required to participate in this process.

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MidCentral reserves the right to withdraw any offer to the appointee, or if the appointee has commenced work, terminate employment, if any adverse information arises out of the police check/s.

CHILDREN'S ACT 2014

Due to this role having contact with children and MidCentral's commitment to child protection, shortlisted applicants will be subject to 'safety checks' in accordance with the Children's Act 2014 before any offer of employment is made. These checks are required periodically for existing employees in accordance with the relevant legislation.

APPLICATIONS

Applicants are required to complete an official form of application, providing names and addresses of three confidential referees* – one being the current or most recent employer or educator, and attaching a CV and cover letter. Copies of recent testimonials or any other information considered pertinent to the position may also be included.

To apply online, please visit the "Vacancies" page under "Working at MidCentral" on our website: www.midcentralthb.govt.nz.

Any queries may be addressed to Human Resources on +64 6 350 8850 or email vacancy@midcentralthb.govt.nz.

**Referee reports obtained or provided are subject to Section 27 (1) (c) of the Official Information Act 1982 and Section 29 (1) (b) of the Privacy Act 2020 and shall not be released or their contents disclosed to the applicant or to any person not directly involved in MidCentral's appointment and review procedures.*