

Registered Nurse Kingsley Mortimer Unit

Position Description

Date: February 2013

Job Title	: Registered Nurse
Department	: Kingsley Mortimer Unit Mental Health Services for Older Adults
Location	: North Shore Hospital
Reporting To	: Charge Nurse Manager
Direct Reports	: Nil
Functional Relationships with	: <u>Internal</u> Unit Manager MHSOA and Home Health Service Clinical Director Clinical Nurse Advisor MHSOA Clinical Nurse Director OAHH Multi disciplinary team MHSOP Community Teams (North, West and STaR) Other Mental Health Services (Crisis/ Acutes, HBT, Recovery, etc) Assessment, Treatment and Rehabilitation Wards Gerontology Nurse Specialists Dietician/Speech Language Therapy Other specialists (eg wound nurse/urology) Consumer Advisors Cultural Advisors <u>External</u> Rest Homes Private Hospitals District Inspectors Family/Whanau/Care Givers NGO's
Purpose	: To deliver best care in mental health nursing utilizing a comprehensive and holistic approach, ensuring that through compassionate, positive and collaborative care, patients and their families will have the best outcomes possible. This care will occur within the framework of the Lets Get Real 7 Real Skills and be specifically applied to the older adult setting.

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KEY TASKS	EXPECTED OUTCOMES
The Mental Health Nurse provides nursing care that reflects contemporary nursing practice, applying knowledge and skills from nursing theory and research.	<ul style="list-style-type: none"> Provides nursing assessment across the full spectrum of bi/psycho/social/cultural domains Health history, both mental and physical Risk assessment including those risks more specific to the older population (e.g. falls/ elder abuse) Cultural assessment Psychosocial assessment Sets collaborative goals and plans care in partnership with clients and family/whanau/carers Co-ordinates care for a group of patients/clients within the framework of a nursing model. Client needs are identified and documented Instigates discharge planning promptly, and ensures discharge planning is coordinated and communicated to appropriate teams/agencies. Provides accurate health information to clients and family respecting client/family interpretation of the illness. <p>Clinical Practice is person centered, safe and in accordance with policy, procedure and best practice in nursing.</p> <ul style="list-style-type: none"> Maintains a comprehensive understanding of mental illness, signs and symptoms, side effects, psychotropic medications and contemporary treatment models. Ensures that knowledge of gerontological care and the 'Geriatric Giants' is current and evidence based. Is competent at the real skill 'Working with families'. Includes families and carers as partners in care. Safety of the physical environment is maximised. Complete Intervention Training is undertaken and regularly updated. Restraint is applied within the principles and policy of restraint minimisation and approved training principles and practice. Manages rapidly changing situations, anticipating acute events, and employs sound communication and de-escalation skills. Seeks guidance from identified senior nurses where new situations arise.
Interacts, plans and collaborates with members of the multi-disciplinary health care team	<ul style="list-style-type: none"> Contributes as an effective team member to promote the best patient/client outcomes. Participates in team building and inter-team building activities. Participates in multi-disciplinary clinical decision making. Explains the nursing perspective and role to other team members Establishes positive relationships with colleagues. Contributes as an effective team member in service planning and quality improvement Takes responsibility for shift co-ordination and senior

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	duties as skills and confidence increase (required at level 3 and 4).
Establish partnership as the basis for a therapeutic relationship with consumers	<ul style="list-style-type: none"> • Consumers are assisted to achieve maximum control over their own health needs and access accurate and relevant health knowledge • Understands ethnic and cultural determinants of health. • Promotes relapse prevention strategies • Collaboratively developed goals within the nurse/client partnership feature strategies for health and wellness • Relates effectively with consumers using theories, principles and processes of interpersonal communication. • Practice illustrates clear understanding of the boundaries of the therapeutic relationship. • Approved supervision is utilised for client safety, and development of practice and insight. • Assists patients and family in exercising their rights in relation to health care • Acts as an advocate for patients and families.
Staff will have a knowledge and skill base in the biological, psychiatric, psychosocial, culture, medico-legal and environmental aspects of aging and the aging process	<ul style="list-style-type: none"> • Diagnostic needs of the patient are met and appropriate and timely management plans are instituted. • An awareness of the effect of environment and alterations that need to be made to the environment for the aged and the disabled aged person will be demonstrated. • General pharmacology and psychopharmacology and its effect on the aging brain are known. • Knowledge and understanding with regard to the developmental stages of aging (Erickson's Integrity versus Despair); loss, grief, retirement and role change are demonstrated. • Sensitivity and understanding of how different cultures view the aging person is demonstrated. • Works with the Mental Health Act knowledgeably and accurately. • Is able to offer second mental health opinions confidently with training. • Has a working knowledge of the PPPR Act
Is legally and ethically responsible and accountable for own nursing practice. Practice reflects relevant legislation as well as values and moral principles that promote the interests and rights of consumers.	<ul style="list-style-type: none"> • Feedback from consumers, peers and employer indicates an acceptable level of professional practice and accountability is achieved. • Contributes to promotion of quality mental health nursing. • Participates in initiatives that improve service delivery such as quality groups, infection control, debriefing, challenging incident training etc. • Is able to identify and report unsafe practice and contribute constructively to its resolution

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	<ul style="list-style-type: none"> Practices in accordance with Nursing's body of knowledge and legislation. i.e. Health Information Act, Privacy Act, and WDHB policies and protocols. Pro-actively manages performance appraisals as per WDHB policy. Accepts accountability for practice with respect to consumers, families, the public, and the employer. Is a role model in developing and maintaining own professional competency. Exhibits ethical conduct compatible with the Nursing Council's Code of Conduct. Assists with preceptoring and orientation of new staff Promotes the nursing profession and can articulate the role of the nurse clearly
Services are delivered in accordance with the Mental Health Service and the Teams philosophies, priorities and objectives	<ul style="list-style-type: none"> Completes orientations and mandatory training as stipulated in the Training and Development and team policies. Philosophies and values are known and supported. Consumer rights and responsibilities are actively supported. All conduct is ethical and confidential. Safety standards are known and met.
To be responsible and accountable for all actions undertaken in the course of duties.	<ul style="list-style-type: none"> All documentation is legible, dated and signed with name and designation clearly written. All documentation is in accordance with WDHB policy, Health and Disability Sector standards, and the Mental Health reporting guidelines. To provide a therapeutic and physically safe environment for clients, ensuring that confidentiality is maintained.
To recognise the principles of the Treaty of Waitangi while acknowledging cultural and social difference of all groups	<ul style="list-style-type: none"> Incorporates the principles of the Treaty of Waitangi, partnership, protection, participation and self determination into nursing practice. Achieves the Real Skills competency 'Working with Maori' This understanding is translated into practice that respects all cultures, genders, ages, disabilities, beliefs, sexual orientation and other differences. Consults with senior clinical team members when interpretation of the Privacy Act would appear to compromise opportunities for wider consultation or involvement. Cultural advice is sought. Work co-operatively with culturally appropriate staff. Communicates effectively with cultural agencies within WDHB and outside as advocate for client. Actively develops good local knowledge of appropriate cultural contacts. Attends available training in Maori cultural and clinical concepts of care
Demonstrate a commitment to personal and	<ul style="list-style-type: none"> Maintains professional profile and career

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professional development.	<p>development plan, documenting educational programs attended.</p> <ul style="list-style-type: none"> • Is able to articulate own philosophy of nursing care and models of nursing care delivered. • Participates in professional forums/debates/nursing research, and the development from these of new nursing knowledge. • Shows evidence of participation in learning relevant to area of practice. • Develops personal performance goals for own position that are consistent with the objectives and goals of the service area. • Regular professional supervision occurs to address areas of difficulty and review quality of practice. • Professional development is actively pursued by active participation in appropriate in-service or outsourced education, reading relevant literature or seeking other resources. • Professional advisor is liaised with regarding professional issues as required.
To work as an effective team member	<ul style="list-style-type: none"> • Observe and identify roles, functions and philosophies of the multidisciplinary team. • Maintain active communication within the team and relevant agencies. • Progressively make contributions to the multidisciplinary team by taking on responsibilities, roles and functions within the team. • Exchange and share resources.
To recognise Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992	<ul style="list-style-type: none"> • Company health and safety policies are read and understood and relevant procedures applied to their own work activities • Workplace hazards are identified and reported, including self management of hazards where appropriate • Can identify health and safety representative for area

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Behavioural Competencies

Adheres to Waitemata District Health Boards 4 Organisational Values of:

“everyone matters”

Every single person matters, whether a patient / client, family member or a staff member

“with compassion”

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

“connected”

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families.

“better, best, brilliant”

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

Behavioural Competencies	Behaviour Demonstrated
Communicates and Works Co-operatively	<ul style="list-style-type: none"> Actively looks for ways to collaborate with and assist others to improve the experience of the healthcare workforce, patients & their families and the community & Iwi.
Is Committed to Learning	<ul style="list-style-type: none"> Proactively follows up development needs and learning opportunities for oneself and direct reports.
Is Transparent	<ul style="list-style-type: none"> Communicates openly and engages widely across the organisation. Enacts agreed decisions with integrity.
Is Customer Focused	<ul style="list-style-type: none"> Responds to people's needs appropriately and with effective results Identifies opportunities for innovation and improvement
Works in Partnership to Reduce Inequality in Outcomes	<p>Works in a way that:</p> <ul style="list-style-type: none"> Demonstrates awareness of partnership obligations under the Treaty of Waitangi. Shows sensitivity to cultural complexity in the workforce and patient population. Ensures service provision that does not vary because of people's personal characteristics.
Improves health	<ul style="list-style-type: none"> Work practices show a concern for the promotion of health and well-being for self and others.
Prevents Harm	<ul style="list-style-type: none"> Follows policies and guidelines designed to prevent harm. Acts to ensure the safety of themselves and others.

VERIFICATION:

Employee: _____



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Manager: _____

Date: _____

Review Date: _____

Note: *This job description forms part of an individual's contract of employment with WDHB and must be attached to that contract.*

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Position Description

PERSON SPECIFICATION

POSITION TITLE: Registered Nurse

	Minimum	Preferred
Qualification	<ul style="list-style-type: none"> Registered Comprehensive or Psychiatric nurse with a current annual practising certificate 	<ul style="list-style-type: none"> Post Graduate study in mental health or gerontology Current nursing portfolio.
Experience	<ul style="list-style-type: none"> Recent experience with the older person and/or recent mental health experience Completed new graduate course in mental health nursing 	<ul style="list-style-type: none"> Recent psychogeriatric inpatient or community experience
Skills/Knowledge	<ul style="list-style-type: none"> High standard of written and verbal communication Completes all mandatory training (CPR, IV, CIT, Fire, Moving and Handling, Tuu Ngatahi) Able to manage crisis situations Can apply nursing theories to practice Has understanding of Recovery principles and how to apply these in practice Good communication skills Clean full driving license Is able to work in a culturally diverse environment Sound knowledge of mental illness. 	
Behaviour	<ul style="list-style-type: none"> Self motivated and goal oriented with a positive attitude Willingness to motivate and accept change Willingness to learn new skills Excellent interpersonal skills Manages stress appropriately Is empathetic and respectful Energetic, enthusiastic and innovative Sense of humour A demonstrated commitment to promoting quality of life for the older person 	



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