

**February 2017**

**The West Coast District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.**

|  |  |  |
| --- | --- | --- |
| **Position Title:** | **Community Mental Health Nurse** | |
| **Reports to:** | Operations Manager, MHS, through District/Clinical Manager | |
| **Key Relationships:** | Internal:   * Associate Director of Nursing * Clinical Director * DAMHS * CMH Team ) * TACT Team ) MDT * IPU Team ) * Rata Alcohol and Drug team * Quality and Risk Coordinator | External:   * Clients/Consumers * Family/Whanau and carers * Referral agencies * General Practice/Primary Care * Statutory agencies – Police, WINZ, CYPFS * NGOs and other supports |
| **Role Purpose:** | The Community Mental Health Nurse is responsible for providing high quality mental health nursing care to individuals, and their families, across the West Coast region. The CMHN is a Registered Nurse, who has the Clinical skills required to assist people with current or ongoing mental health problems, to maintain their place in the community.  The CMHN role includes Case Management of longer term clients, working collaboratively with the client, their family and within the wider MDT. Through the treatment process (assessment, treatment, reviews and discharge) the CMHN will ensure the delivery of focussed intervention that is designed to minimise the impact of episodes of mental illness on the individual and their family; support the person in a speedy return to the optimum level of health and independence  The key deliverables are –   * Maintains own competency for RN scope of practice and maintains current registration. * Maintains and extends professional knowledge base and clinical skill through ongoing professional development activity * Seeks Clinical Supervision in accordance with WCDHB policy and procedures. * Participates in annual performance reviews, identifying own performance goals * Participates and contributes to service based professional development activities. * Contributes to professional activity, in a manner that enhances the cohesiveness and efficiency of the Multidisciplinary Team. | |
| **Complexity:** | Most challenging duties typically undertaken or most complex problems solved:   * **Provides comprehensive assessments for people presenting with mental health issues, working with them to develop a plan for appropriate interventions.**   Undertakes assessment and screening, to gain an understanding of the client’s experience and to identify what approach/interventions will be most helpful.  Engage the clients, and their families, in planned treatment processes that are appropriately focussed to ameliorate the client’s distress and to assist the client develop new skills  Treatment planning provides for the appropriate management of co-existing problems.  Evidence based interventions are undertaken in a planned and progressive manner.   * **Provision and coordination of psychological interventions**   Treatment plans include a consideration of aspects of care coordination and include a focus on management of crisis, pharmacological treatments, psychological and psychosocial interventions (talking therapies), harm reduction, relapse prevention and risk management.  Risk assessment and risk management plans, treatment planning and delivery of therapeutic interventions are undertaken in a culturally appropriate manner and are clearly collaborative.  Provision of regular reviews of the client’s progress are undertaken the necessary timeframes  Acts as the RN Case manager for between 25-30 patients  Case management maintains a focus client self-management and building resilience  Maintains clinical documentation in a timely fashion, that meets minimum standards   * **Works effectively within a changing model of care delivery**   Develops constructive and collaborative relationships with the practice teams.  The effectiveness of the intervention is reviewed with the client and the wider team  Client centred care provided clearly involves the clients family/significant others.  Clinical consultation is sought and coordinated to assure the highest standard of care   * **Complies with Legislative requirements**   Ensures MHA reviews of clients, on the case load are undertaken as per legislation.  Maintains professional boundaries.  Meets requirements of the Health Information and Privacy Code, NCNZ Code of Conduct, NCNZ Competencies for RNs, Health and Disability Act.  Understands reporting requirements under the HCPA Act and acts to notify the Clinical Manager or ADoN of concerns that may arise regarding own practice or the practice of others. | |

**KEY ACCOUNTABILITIES:**

|  |  |
| --- | --- |
| **The Community Mental Health Nurse is responsible for:** | **The Community Mental Health Nurse will be successful when** |
| 1. **Health and Safety**   Maintaining a high quality, safe and secure work environment by following relevant West Coast DHB and divisional policies, protocols and standards. | * The CMHN will be responsible for their own safety and will ensure that no action or inaction on their part will cause harm to another person. * The CMHN will abide by the Organisation’s Health and safety Plan and will participate in planned development and health and safety training as appropriate. They will bring health and safety issues to the attention of the Clinical Manager in a timely fashion. |
| 1. **Quality**   Ensure a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement. | * It is expected that the CHMN will actively participate in the development of quality activities, and in the incorporation of quality initiatives at a practice level. |

**PERSON SPECIFICATION:**

|  |  |
| --- | --- |
| **Qualifications & Experience** *(indicate years of experience required and level of learning)* | |
| **Essential**   * Registered Nurse with MH Scope of Practice * Current annual Practising Certificate * Minimum of one year specialist mental health experience * Current NZ Drivers Licence * Computer literacy (word processing, data base, stats etc) * Proven assessment and communication skills, a critical thinker * Demonstrated understanding of, and the application in practice of the principles of the treaty of Waitangi, a biculturism and cultural safety. * Display a commitment to ongoing professional development * Demonstrated ability to maintain engagement under stressful and difficult circumstances * Demonstrated ability to work with a high level of autonomy, and collaboratively within an MDT. | **Desirable**   * Evidence of PG academic endeavour * Experience/training in specific psychotherapeutic intervention(s) and/or demonstrated ability to undertake ‘talking therapies’. * Previous experience in case management * Good working knowledge of West Coast community resources.   **Personable Attributes**   * Excellent communication and conflict resolution skills * Accepts accountability and responsibility for own actions * Ability to establish and maintain inter-professional relationship * Ability to act as a preceptor * Displays a high degree of confidence, assertiveness and motivation * Professional level of self presentation * Ability to work under pressure and meet deadlines. |

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed in this job classification. Employees may be requested to perform job related tasks other than those specified.