

POSITION DESCRIPTION

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Community Mental Health Nurse

August 2019

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 daily to:	Central Nurse Manager/Southern Mental Health Team Leader/CNM Northern Mental Health (as appropriate)	
Key Relationships:	Internal: <ul style="list-style-type: none"> Mental health teams located in the Central, Northern and Southern regions, including Māori Mental Health Clinical Nurse Manager – Inpatient Unit staff /Manaakitanga Regional Coordinator – Alcohol & Other Drugs Child & Adolescent Mental Health Service (CAMHS) Consumers, family/whānau and carers All WCDHB staff and service areas Learning & Development Nurse Director (Workforce) and the Workforce Development Team/Cluster Quality Team DAMHS Office MDT 	External: <ul style="list-style-type: none"> Consumers Caregivers/Providers/Family whānau Non-Governmental Organisations and other providers of mental health and support services Iwi, hapu, whānau and other community stakeholders College of Mental Health Nurses District Inspector Statutory Agencies -New Zealand Police, WINZ, Oranga Tamariki Private Care Providers (i.e. general practice, home care, etc.) Unions (i.e. PSA) West Coast Primary Health Organisation (PHO)
Role Purpose:	<p>The Community Mental Health Nurse (CMHN) will utilise nursing knowledge and skills to provide safe and effective quality mental health care to consumers that have mild to complex mental health needs within the Locality Based Mental Health Service. Critical thinking skills will be utilised to make safe decisions regarding the provision of mental health nursing care.</p> <p>The management of a case load is an integral part of this role as are the clinical skills required in a crisis role and the ability to consult/liase with the referrer, General public and health clinicians and Non-government organisations. The CMHN will contribute to crisis response in-hours and on-call as appropriate.</p> <p>The Community Mental Health Nurse (CMHN) will perform his/her statutory duties as directed by the Director of Area Mental Health Services as a Duly Authorised Officer under Section 93 of the Mental Health (Compulsory Assessment and Treatment) Act of 1992, to the West Coast District Health Board catchment Area.</p> <p>The key deliverables are –</p> <ul style="list-style-type: none"> Positive attitude towards and willingness to advocate for the client in maximising their mental health Community resource re Mental health care and delivery Proactive in maintaining communication to promote mental wellbeing Excellent conflict resolution, and extensive communication skills Establishing, and maintain working inter-professional relationships Ability to act as Preceptor for New graduates and students Confidence, flexibility, assertiveness and motivation when interacting with clients, 	

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	family/whanau, referring agencies and the wider community
Complexity:	<p>Duties typically undertaken:</p> <ul style="list-style-type: none"> To undertake case management Undertake all components of case management including comprehensive assessment, risk assessment and management, recovery and treatment planning. Uses the accepted case management framework. Provide client-centred care, that clearly involves significant others Treatment is provided using best practice guidelines and is evidenced based Adheres to Service Provision Framework To meet professional requirements for role Maintains currency of Registration Maintains and extends professional skills and knowledge base through professional Development activity Seeks clinical supervision in accordance with WCDHB policy and procedure. To provide triage, assessment, crisis and treatment services appropriate to the client needs. Triage referrals, ensuring priority is allocated appropriately. Undertaking comprehensive psychiatric assessment, risk assessment and risk management planning in a culturally appropriate manner. Completing documentation in a timely fashion, that meets minimum standards Undertake brief interventions over a time limited follow-up period Ensure family involvement is incorporated where possible. Potential to perform role as a Duly Authorised Officer as defined under section 93 MH(CAT)A 1992 Work under the direction and authority of the DAHMS Meet the statutory reporting requirements related to DAO activity Act as a resource for the family/whanau, other health professionals and the wider community Advise, inform and educate regarding Mental Health Act processes and requirements Facilitate compulsory assessment processes when required Maintain a working relationship between Northern, Central and Southern Locality Based Mental Health Services and NZ police on the West Coast

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ORGANISATIONAL VISION & VALUES:

Our vision is for an integrated West Coast health system that is clinically sustainable and fiscally viable; a health system that wraps care around a person and helps them to stay well in their community.

All activities of the WCDHB reflect the values of:

- Manaakitanga – caring for others
- Whakapapa – identity
- Integrity
- Respect
- Accountability
- Valuing people
- Fairness
- Whanaungatanga – family and relationships
- Pono - truth

He mihi

E ngā mana

E ngā reo

E ngā iwi o te motu

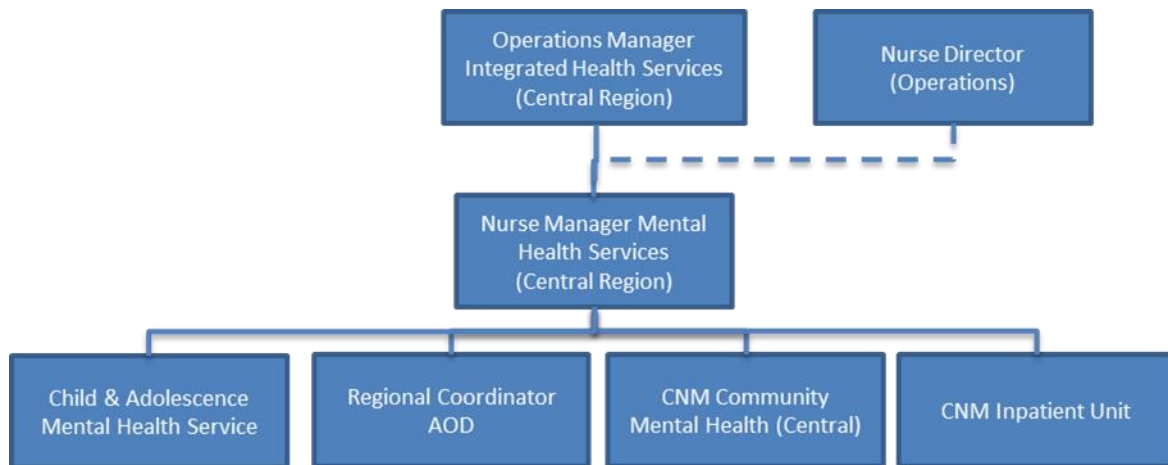
Tēnei te mihi ki a koutou katoa

He whakatauki

Ko tau rourou, ko taku rourou, ka ora ai te iwi

With your contribution and my contribution we will be better able to serve the people.

PLACE IN THE ORGANISATION: (Insert as appropriate)



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KEY ACCOUNTABILITIES:

The CMHN 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.	<ul style="list-style-type: none"> Responsible for their own safety and will ensure that within the team, there is no intention and/or deliberate lack of attention that will cause harm to any other persons Will abide by the Organisation's Health and Safety plan and will participate in planned development and health and safety training as appropriate. Will bring health and safety issues to the attention of their Manager in a timely manner, for consideration during preparation of plans and budget. Will protect the integrity of the individual and team by maintaining confidentiality, enhancing educational activity, and supporting colleagues through relevant processes, utilising current resources, eg Clinical Supervision, debrief process etc.
2. Quality Ensure a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement.	<ul style="list-style-type: none"> Will participate in the development of quality activities, and taking some leadership in practice initiatives.
3. Potential to preceptor Community Mental Health and health professionals, students and new Graduates as appropriate Ensure a quality standard of preceptorship is maintained when working alongside medical / nursing and Allied Health students and new graduates to enhance their skills and experience.	<ul style="list-style-type: none"> Utilising accepted teaching principles, and learning models, as outlined by the educational body, enhance knowledge and skills of the Community Mental Health Professional role, within the community team. Demonstrate a commitment to role model, and willingness to support and encourage a new Graduate Nurse or Community Mental Health Professional through their first year of practice, utilising NESF programme framework and appropriate PDRP 'Competent RN' requirements.
4. Reporting line, base, hours of work, and work resources	<ul style="list-style-type: none"> Reports daily to the WCDHB (Central Nurse Manager), (Southern Mental Health Team Leader) (Clinical Nurse Manager Northern Mental Health) based in Westport, Greymouth or Hokitika. Negotiates all hours of work with the WCDHB Report as above. Contributes to on-call and other duties as directed. Reports professionally to the WCDHB Nurse Director (Operations) Maintains appropriate practise hours to maintain continuing competence requirements and an Annual Practising Certificate Notifies line managers of any changes to scope/conditions of practise Meets monthly with line managers to review progress against key deliverables Ensures that all monthly reporting is timely and accurate Maintains a WCDHB mobile phone, maintaining replacement as required, and returns this resource if exits the role

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PERSON SPECIFICATION:

Qualifications & Experience :	
Essential <ul style="list-style-type: none"> Registered Nurse Current Annual practicing certificate (or equivalent) Full, Clean NZ drivers Licence (manual essential) Computer literacy (key board, 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, multi-cultured societies and cultural safety Display a commitment to ongoing professional development Demonstrate an ability to perform under stressful and difficult circumstances Demonstrated ability to work with a high level of autonomy and collaboratively within the team, and wider MDT 	Desirable <ul style="list-style-type: none"> Current DAO warrant – training will be given, and maintained in rostered paid time. Good working knowledge of West Coast community resources Ability to undertake ‘talking therapies’ and brief interventions Evidence of commitment of developing clinical skills CEP capable practitioner Minimum of three years Specialist MH experience.
Professional skills/attributes: <ul style="list-style-type: none"> Clinically credible, respected, and person-centred Demonstrates high standards in terms of personal competence and professional practice Demonstrates cultural competence and evidence of application of the principles of the Treaty of Waitangi to provision of equitable health services High emotional intelligence Well-developed interpersonal and interprofessional skills Has an ability to consistently form therapeutic relationships with consumers and their families/whānau Demonstrated passion and commitment to professional development of self and others Ability to work autonomously, use own initiative and accept responsibility for own actions Flexible, adaptable, embraces change Self-motivated Proven ability to support a team in the achievement of goals/outcomes Able to work under pressure and prioritise competing demands 	Knowledge of (but not limited to): <ul style="list-style-type: none"> Treaty of Waitangi and its application in the mental health setting He Ara Oranga and the government’s response to the NZ Mental Health Inquiry He Korowai Oranga/Māori Health Strategy (2002) New Zealand Health Strategy (2016) Misuse of Drugs Act (1977) and Regulations Nursing Council New Zealand Code of Conduct (2012) Health and Disability Commissioner (Code of Health and Disability Services Consumer’s Rights) Regulations (1996) Privacy Act (1993) and Health Information Privacy Code (1994) Health and Safety in Employment Act (2015)

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.

Signed on behalf of West Coast District Health Board

I accept the terms and conditions as outlined in this Position Description

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Name _____

Position _____

Date _____

West Coast District Health Board

Name _____

Nurse Manager-Mental Health Services (Insert Region)

Date: _____

West Coast District Health Board