



POSITION DESCRIPTION

Position	Community Mental Health Clinician
Work Unit:	Poutini Waiora
Responsible To:	Te Kaihautu or delegated authority
Responsible For:	Nil

Poutini Waiora is the only Maori Health and Social Service Provider based on the West Coast with offices in Westport, Greymouth and Hokitika. Poutini Waiora is a well established provider of quality, professional and responsive health and social services based on a 'whanau ora / pae ora' model of care.

Overview: The role of Poutini Waiora is to provide a range of free and accessible health and social services for Maori as a first priority to help achieve the vision of: **“Strengthen the mana and wellbeing of whanau and community”**.

Poutini Waiora Delivery Area: Te Tai o Poutini (Kawatiri, Mawhera, Hokitika/Westland, South Westland).

Purpose: A key objective is to work with existing health and community service professionals and organisations that are fully co-ordinated with the Integrated Family Health Centre (IFHC). Focused on relevant services for, and increase access to, and use of, those services by whanau.

Services will be whanau centred and will strive to ensure whanau become more independent in terms of their own knowledge and use of the full range of primary and secondary care, and disability support services as well as enabling to manage and improve their own health.

Vision: To empower whanau to achieve whanau ora / pae ora.

Mission: To build and nurture the strength of whanau through the provision of whanau ora / pae ora services throughout Te Tai o Poutini.

Values: Tikanga: The organisation and the services it delivers are underpinned by the customs and values of Te Ao Maori – Nga Taonga Tuku Iho.

Rangatiratanga: The ability to support whanau to be self-determining is paramount in all service delivery so they are able to make decisions about their own wellbeing.

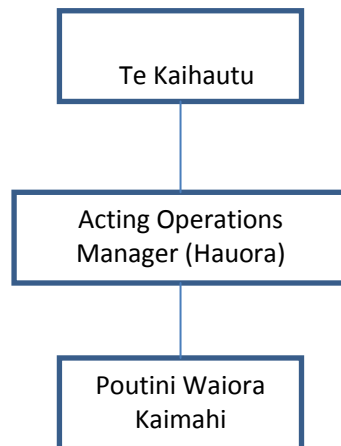
Manaakitanga: All whanau are welcomed into the service and provided with the most appropriate awhi and tautoko to assist them on their journey to achieve wellness.

Whanaungatanga: The practice of whanaungatanga is an essential part of the way we engage with whanau. To enable whanau to make connections that provide a sense of identity and belonging is essential for achieving whanau ora / pae ora – well being.

Wairuatanga: Wairua is an essential element of a person’s wellbeing. Being spiritually connected to our natural environment, having an understanding of our self-identity and the matauranga that underpins Te Ao Maori are all considerations when working with whanau to achieve their goals and aspirations.

Functional Relationships:	Internal	External
	Whanau Ora Nurses All other Poutini Waiora kaimahi Kaihautu Team Leader Governance Board Local Hapu Runanga Iwi	WCDHB CPH PHO IFHC Community groups Local NGO
Last Revision:	December 2020	

ORGANISATIONAL CONTEXT



Primary Focus

The Community Mental Health Clinician is employed to provide safe, effective care using professional knowledge and skills to maximise health and independence in the community, in accordance with Poutini Waioara:

- Policies and protocols
- Registered nurse Scope of Practice
- Nursing Practice Standards
- Professional Development and Recognition Programme (PDROP)
- Provide appropriate delegation and direction to other members of the health team
- Practice in accordance with the partnership inherent in the Treaty of Waitangi

Principal Accountabilities

1. Management of Nursing Care

- Undertakes a comprehensive and accurate nursing assessment of clients using suitable assessment tools underpinned by evidenced based knowledge
- Contributes to care planning, involving clients and demonstrates an understanding of clients' rights to make informed decisions
- Ensures the client is provided with appropriate information to make informed decisions and recovery principles are utilised and incorporated
- Provides nursing care according to plan and undertakes clinical practice procedures and skills in a competent and safe way
- Able to discuss ethical issues related to area of practice with clients/families and the health care team
- Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework
- Client contacts are clearly and objectively documented in the client's clinical file
- Demonstrates computer skills necessary to organise data for essential care delivery and demonstrates an ability to access information systems as appropriate
- Evaluates client's progress toward expected outcomes, including treatments and health education, in collaboration with the client/family and the health team
- Evaluates the effectiveness of nursing care seeking assistance and knowledge as necessary
- Educates client to maintain and promote health according to client needs
- Takes appropriate nursing actions in emergency situations and other situations that compromise client safety
- Actively engages in and effectively utilises clinical supervision and offers / provides this to clinical staff within the Mental Health and Addiction Service as appropriate as per the Mental Health and Addition Service Clinical Supervision Policy.
- 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. Provides guidance and support to students, graduate nurses and other allied health professionals new to the clinical area.
- Maintains a professional portfolio.
- Recovery principles / person centred / palliative care are utilised and incorporated throughout the clinical process in conjunction with the client and / or family / whanau.

2. Professional Responsibility

- Practices safely based on professional, ethical and legal standards in accordance with relevant legislation, codes and policies and upholds client rights derived from that legislation.
- Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice and the improvement of Maori health status.
- Practises nursing in a manner that the client determines as culturally safe
- Promotes an environment that enables client safety, independence, quality of life and health
- Demonstrates accountability for directing, monitoring and evaluating nursing care that is delegated to Enrolled Nurses and HCA's.
- Participates in regular Performance Reviews and contributes to peer review
- Ensures that work skills, knowledge and professional perspectives are reflective of contemporary mental health nursing; undertakes additional courses relevant to area of practice to promote personal and professional development.
- Maintains infection control principles.
- Proactive and responsible in maintaining health and safety for clients, staff and public.

3. Interpersonal Relationships

- Initiates, maintains and concludes therapeutic interpersonal interactions with clients. Utilises clear lines of communication and professional and individual accountability for practice is demonstrated.
- Works as an active, positive, creative and supportive member of a multi disciplinary team.
- Engages in a collaborative service delivery approach with colleagues from the team and other Mental Health Services to best meet the client's needs.
- Communicates effectively, positively and courteously with clients and the health care team, engages in a collaborative service delivery approach with colleagues and other Mental Health Services to best meet the client's needs.
- Resolves problems and conflict effectively using organisational structures and processes.
- Practices nursing in partnership with the client acknowledging family / whanau perspectives and supports their participation in services.

4. Inter-professional Health Care and Quality Improvement

- Collaborates and co-ordinates care with other health professionals to ensure a quality service.
- Maintains and documents information necessary for continuity of care and model of care identified for each client.
- Develops a discharge plan and follow up care in consultation with the client, family and other health team members.
- Makes appropriate referrals to other health team members.
- Recognises and values the roles and skills of all members of the health care team in the delivery of care.
- Demonstrates a 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.

GENERIC JOB REQUIREMENTS

Kaupapa Poutini Waiora

- Actively participate in Poutini Waiora kaupapa activities including noho marae, tikanga and te reo sessions, waiata, staff meetings etc.
- Input into the development and implementation of annual plans
- Participate in regular supervision; self management; peer supervision
- Follow organisational policies and procedures
- Adapt to and maintain a team & physical environment to enhance high quality performance

These responsibilities may be revised from time to time by the Te Kaihautu in Consultation with the Employee.

Key Performance Indicators will be used for the purposes of performance planning, appraisal and review along with such other performance targets as may be negotiated.

Person Specifications: QUALIFICATIONS

Essential:

- Registered Nurse (scope of practice includes mental health) with current practising certificate
- DAPAANZ Registered
- Computer Literate
- Current Drivers Licence.

Experience:

- Experience of working within teams and knowledge of how teams work and exhibits willingness / ability to teach and / or share expertise within the team
- Experience that demonstrates a sound knowledge and understanding of mental illness and risk assessment in relation to mental health for older people and the medical co-morbidities prevalent in this group

Desirable:

- Previous experience working with mental health clients within a mental health service for older people inpatient setting
- Post-graduate qualification with a mental health focus
- Demonstrates a commitment to post-registration study and professional development
- Demonstrates cultural safety within the practice setting

Personal

- Demonstrates a commitment to quality.
- Excellent communication skills and interpersonal skills
- Demonstrates flexibility and adaptability
- Able to prioritise work requirements
- Ability to work effectively as a team member

Knowledge of:

- Relevant legislation including Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and Disability Act and the Health Practitioner Competency Assurance Act;
- Treaty of Waitangi and its application to the health setting;
- NZ Health Strategy;
- NZ Health of Older People Strategy;
- Positive Aging Strategy;
- Guidelines for Specialist Health Services for Older People;
- NZ Nursing Council Code of Conduct for Registered Nurses.

SKILLS AND EXPERIENCE

Essential:

- Confident
- Outstanding communication and public speaking skills (working with individuals, groups, and public forums)
- Good planning and organisational ability
- Excellent work history
- Passion for improving health
- Commitment to Māori development
- Capability to work with senior management and project teams
- A commitment to providing excellent promotional services.
- Capacity for cognitive behavioural delivery

- Facilitation and presentation skills
- Support and advocate for health initiatives

Desirable:

- Fluency in Te Reo Maori
- Knowledge of Tikanga
- Knowledge of the Treaty of Waitangi.
- Knowledge of local Māori and mainstream communities.

PERSONAL ATTRIBUTES

Essential:

- Organised
- Vibrant
- Energetic
- Motivated
- Healthy
- Confidential
- Honest
- Reliable
- Punctual
- Flexible
- Positive
- Multi-tasker
- Work well under pressure