

Position Description

Position Title:	Community Mental Health Clinician	
Reports to:	Operations Manager	
Overview:	<p>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’ model of care.</p> <p>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”.</p> <p>Poutini Waiora Delivery Area: Te Tai o Poutini (Kawatiri, Mawhera, Hokitika/Westland, South Westland).</p>	
Vision:	To empower whanau to achieve whanau ora.	
Mission:	Striving to ensure Poutini whānau receive the support they need to achieve whānau ora	
Values:	<p>Tikanga: The organisation and the services it delivers are underpinned by the customs and values of Te Ao Maori – Nga Taonga Tuku Iho.</p> <p>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.</p> <p>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.</p> <p>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 – well being.</p> <p>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.</p>	
Key Relationships:	<p>Internal:</p> <ul style="list-style-type: none"> • Consumers, family/whānau and carers • All Poutini Waiora staff • Central Region leadership (i.e. Clinical Leaders, Operations Managers, and all nursing leadership) • Finance – Management Accountant • Region leadership (i.e. Operations Managers, Team Leaders) • Multidisciplinary teams • Māori Health Team DHB • 	<p>External:</p> <ul style="list-style-type: none"> • Iwi, hapu, whānau and other community stakeholders • West Coast District Health Board • Non-Governmental Organisations (NGOs) and other providers of health/disability/support services • Nursing Council of New Zealand • Social Work Registration Board • ANZASW • Other relevant Registration Boards and Councils • Private Care Providers • West Coast Primary Health Organisation (PHO) • General Practices • Oranga Tamariki • Ministry of Social Development

Role Purpose:	<p>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 whānau.</p> <p>Services will be whānau centred and will strive to ensure whānau 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.</p>
Primary Focus	<p>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 Waiora:</p> <ul style="list-style-type: none"> • 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 <p>Practice in accordance with the partnership inherent in the Treaty of Waitangi</p>

ORGANISATIONAL VISION & VALUES:

Our Vision - Striving to ensure Poutini whānau receive the support they need to achieve whānau ora.

We seek to have an integrated Poutini Waiora system that is clinically sustainable and fiscally viable; a wellbeing system that wraps care around a person and helps them to stay well in their community.

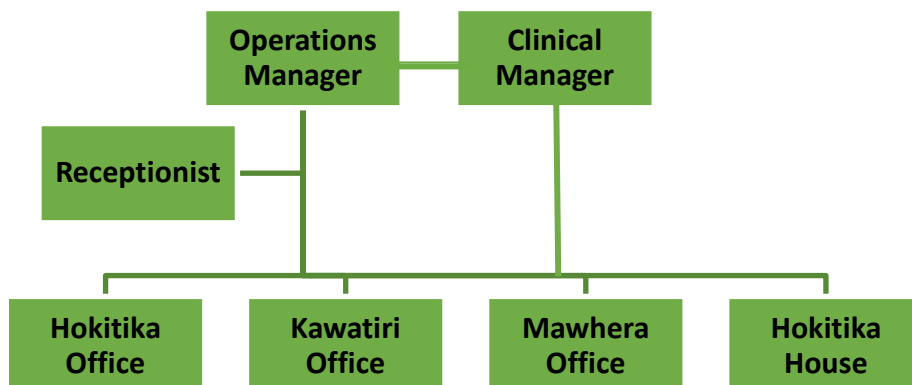
All activities of the Poutini Waiora reflect the values of:

Pono	Aroha	Tika
<ul style="list-style-type: none"> • Mana motuhake • Tikanga • Te Reo 	<ul style="list-style-type: none"> • Aroha • Manaaki • Whānaungatanga • Kotahitanga 	<ul style="list-style-type: none"> • Empathetic • Proactive • Relevant • Quality Service

He whakatauki

Whakapiki ake te waiora o te whānau - *Enhancing whānau health & wellbeing.*

ORGANISATIONAL STRUCTURE:



KEY ACCOUNTABILITIES:

Responsible for:	successful when:
<p>Management of Nursing Care</p>	<ul style="list-style-type: none"> • 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. •
<p>1. Professional Responsibility</p>	<ul style="list-style-type: none"> • 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.

	<ul style="list-style-type: none"> • 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.
<p>2. Interpersonal Relationships</p>	<ul style="list-style-type: none"> ○ 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.
<p>3. Inter-professional Health Care and Quality Improvement</p>	<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 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.
<ul style="list-style-type: none"> • Own competence and professional development <p>Maintaining competence in the relevant professional standards.</p> <p>Demonstrating a personal commitment to maintaining requirements of continuing professional development.</p>	<ul style="list-style-type: none"> • Maintains organisational requirements around mandatory training and other professional development requirements relevant to role • Undertakes professional development activities as approved/requested by line manager(s), to keep abreast of current trends and issues • Participates in own annual competence/performance review, with feedback utilised proactively as an opportunity for professional growth • Maintains ongoing education/professional development at least to the level required to maintain own Annual Practising Certificate • Notifies line manager(s) of any changes to scope/conditions of practice • Participates in regular professional supervision to facilitate reflection and growth, aligned to any registration/profession requirements

<ul style="list-style-type: none"> • Honouring diversity and challenging inequity Demonstrating commitment to Treaty of Waitangi principles when working with tangata whaiora and whānau. Consistently demonstrating awareness and sensitivity of cultural differences when working with clients and their whanau, and when working with clinical and non-clinical colleagues. 	<ul style="list-style-type: none"> • Role models culturally safe practice that reflects principles found in the Treaty of Waitangi, Tikanga Best Practice Guidelines, and Takarangi Cultural Competency Framework • Recognises Māori as tangata whenua and works in collaboration with the WCDHB Māori Health Team and others to develop strategies aimed at achieving equity for Māori within the service • Consistently demonstrates awareness and sensitivity of cultural differences when working with consumers and their families/whānau, and when working with clinical and non-clinical colleagues across the PW • Consistently respects the spiritual beliefs, sexual orientation, and cultural practises of others, including colleagues • Demonstrates care and respect for diversity in the workplace, including care and respect for internationally trained colleagues
<ul style="list-style-type: none"> • Health and Safety Leading and maintaining a high quality, safe, and secure work environment by following relevant PW policies, protocols, and standards. Actively managing risk. 	<p>All PW staff are required to meet all Health & Safety requirements as described in the Health and Safety at Work Act (2015), and to observe all relevant PW policies and procedures. This includes:</p> <ul style="list-style-type: none"> • Personal commitment to zero harm • Reporting for duty in a fit state, including but not limited to being free from the influence of alcohol or other drugs • Ensuring personal health, safety, and wellbeing - and that of others • Reporting, managing, and investigating actual or potential hazards via the incident reporting system • Assisting with responding to, and resolving, client concerns or complaints in a way that is professional and sensitive • Using all protective equipment provided, as appropriate • Cooperating with the monitoring of workplace hazards, including attending all relevant safety training, contributing to the maintenance of hazards registers, and complying with all safety instructions • Ensuring that all accidents or incidents are promptly reported to line manager(s) • Reporting any pain or discomfort to the line manager(s) as soon as it develops • Seeking advice from the line manager(s) if unsure of any work practices • Contributing to initiatives aimed at improving health, safety, and wellbeing • Complying with all health and safety policies when providing care in the community • Complying with all organisational health and safety polices including those related to: handling of instruments, storage of medicines, disposal of sharps, and any other potentially dangerous equipment or substances
<ul style="list-style-type: none"> • Quality Leading and managing a quality service and taking an active role in quality activities; identifying areas of improvement. Actively managing threats to a quality service. 	<p>Every PW staff member is responsible for ensuring a quality service is provided. This includes:</p> <ul style="list-style-type: none"> • Identifying and actioning quality improvement activities in collaboration with line manager(s) and other key stakeholders • Working collaboratively to achieve 100% compliance with relevant service audit schedule(s), including accreditation and other legislated compliance programmes • Setting quality standards in conjunction with the Operations Manager • Developing/informing/coordinating/monitoring outcomes from relevant audits in collaboration with key stakeholders to evaluate clinical standards and patient outcomes in accordance with national and organisational standards. This includes actively contributing to any initiatives aimed at addressing corrective actions. • Leading timely investigation and management of complaints within service

	<ul style="list-style-type: none"> Contributing to the development of relevant policies and procedures as required Working alongside the WCDHB Quality Team and the Clinical Quality Improvement Team (CQIT) to implement initiatives aimed at improving the patient journey and care standards
<ul style="list-style-type: none"> Special projects and other duties 	<ul style="list-style-type: none"> Undertakes special projects as directed by the CEO Is a member of groups and/or committees as directed by the CEO Ensuring attendance or appropriate delegation representing PW at community meetings and liaising with our community partners.
<ul style="list-style-type: none"> Reporting line, base, hours of work, and work resources <p>Maintaining appropriate practice hours to maintain clinical competence.</p>	<ul style="list-style-type: none"> Reports as required to Operations Manager and travels regularly throughout the West Coast region Negotiates all hours of work with Operations Manager Maintains appropriate practise hours to maintain continuing competence requirements and an Annual Practising Certificate Notifies CEO of any changes to scope/conditions of practise Meets bi-monthly with the Operations Manager to review progress against key deliverables Ensures that all reporting is timely and accurate Maintains a PW mobile phone; maintaining replacement as required, and returns all resources if exits the role

PERSON SPECIFICATION:

Qualifications & Experience:	
<p>Essential</p> <ul style="list-style-type: none"> Registered Nurse (scope of practice includes mental health) with current practising certificate DAPAANZ Registered 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 Demonstrated leadership and management ability and coaching and mentorship ability Demonstrated financial acumen/budgeting Completion of, or personal commitment to undertake, cultural competency training Has the ability to work with children Full 'clean' NZ driver's license and the ability to drive a manual transmission vehicle Computer literacy (i.e. Microsoft suite) 	<p>Desirable</p> <ul style="list-style-type: none"> 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 Fluency in Te Reo Maori Knowledge of Tikanga Knowledge of the Treaty of Waitangi. Knowledge of local Māori and mainstream communities.
<p>Professional skills/attributes:</p> <ul style="list-style-type: none"> Clinically credible, respected, and person-centred Demonstrates high standards in terms of personal competence and professional practice 	<p>Knowledge of (but not limited to):</p> <ul style="list-style-type: none"> Relevant legislation including Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and

<ul style="list-style-type: none"> • Demonstrates cultural competence and evidence of application of the principles of the Treaty of Waitangi to provision of equitable health services • Proven assessment and communication skills, including the ability to think critically • 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 lead and supervise a team through change and in the achievement of goals/outcomes and conflict resolution • Able to work under pressure/prioritise competing demands • 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 	<p>Disability Act and the Health Practitioner Competency Assurance Act;</p> <ul style="list-style-type: none"> • 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. • Employment Law • Health Practitioners Competence Assurance Act (2003) • Treaty of Waitangi and its application to wellbeing • 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 Act • Social Workers Registration Act 2003 • Vulnerable Children Act 2014 (Part 2 only) • Children’s Commissioner Act 2003 • Department of Child, Youth and Family Services Act 1999 • 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)
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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 Poutini Waiora Board

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

Name _____

Name _____

Position _____

Date _____

Date: _____

Poutini Waiora Board