Position Description

Position Title	Registered Nurse - Voyagers
Service Group	Mental Health and Addiction Services
Team	Voyagers Maternal Infant Child & Adolescent Mental Health Services
Reports to	Team Leader - Maternal Infant Child & Adolescent Mental Health Services
Direct Reports	None
Authority Level	Nil delegations

The Bay of Plenty District Health Board
The District Health Board's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities.
Mission: Enabling communities to achieve
Our Values: Compassion, All-one-team, Responsive, Excellence

CARE
Manaakitanga

The Bay of Plenty District Health Board (BOPDHB) is committed to the Treaty of Waitangi principles of Partnership, Participation and Protection, and to meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels.

Delivering this commitment is through: the implementation of our He Pou Oranga Tangata Whenua Determinants of Health framework: respect for and promotion of our Kawa and Tikanga Māori; ensuring cultural safety; seeking to eliminate disparities in health between Māori and Non Māori.

All staff have a part to play in this commitment.

Primary Purpose
The Registered Nurse is employed to provide safe, effective client care using professional knowledge and skills in accordance with Bay of Plenty District Health Board:

- Policies and protocols
- Registered Nurse Scope of Practice
- Nursing Practice Standards
- Professional Development and Recognition Programme (PDRP)

The Registered Nurse, acting as a Key Worker will work with young people, their families/whanau and the community to provide an effective community based service. They will employ their knowledge and skills to facilitate comprehensive assessment and implement planned treatment to the target population within existing legal frameworks. The key worker will be expected to monitor and review acute and ongoing treatment plans and care delivery within the multidisciplinary team environment according to service policy.

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 relating to treatment, and care reflects clients preferences
- 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
- Demonstrates computer skills necessary to organise data for essential care delivery
- Evaluates client's progress toward expected outcomes, including treatments and health education, in collaboration with the client and the health care 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
- 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
- Maintains a professional portfolio
- Duties are rostered and rotating where a 24 hour, 7 day service is provided

2 Professional Responsibility

- Practises safely based on professional, ethical and legal standards in accord 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 HCAs
- Participates in regular Performance Reviews and contributes to peer review
- Actively engages in and effectively utilises clinical supervision and offers/provides this to clinical staff within the services as appropriates and as per the Mental Health and Addiction Service Clinical Supervision Policy

- Maintains infection control principles
- Evaluates environmental safety, completes hazard identification and risk assessments
- 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
- Communicates effectively, positively and courteously with clients and the health care team
- Resolves problems and conflicts effectively using organisational structures and processes
- Practises nursing in partnership with the client acknowledging family/whanau perspectives and supports

4 Interprofessional Health Care & 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 recovery
- 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

Key Relationships

Internal	External
• Nurse Leader MH&AS • Nurse Educators – Mental Health • Multidisciplinary team • Paediatric Services • Te Whare Maiangiangi • Consultation Liaise Psychiatry • Community Alcohol & Drug Services • Family/Whanau Advisor • General hospital departments	• Young people, family and caregivers • Community and statutory agencies eg Oranga Tamariki, Ministry of Education and schools • General Practitioners & other health professionals • Non-government organisations and Primary Health organisations

Success Profile

CARE Values - Manaakitanga Who am I?	Experience – What have I done?
• Caring, empathetic, open and supportive • Respect each individual, polite and non-judgemental • Able to build a rapport, actively listen to patients, show understanding and make a difference • An effective communicator, work as a team member, professional, calm, willing and patient focused • Share knowledge, develop self and others, will speak up about practice issues and give/receive constructive feedback • Involve the team/ patients/ families in decisions • Self-aware, consistent, confident, flexible, pay attention to detail and plan ahead • Compassion for people & commit to excellence • Respect for privacy • Ability to discuss & communicate	• Minimum of 1 year of nursing experience • Previous experience related to working with children/adolescent with mental health issues with a MICAMHS • Experience working with children and young people
Competencies – What am I capable of?	**Knowledge – What do I know?**
• Able to demonstrate a commitment to quality • Adaptable and embrace change • Showing a professional demeanour and high level of personal integrity • Well-developed problem solving and critical thinking skills • Can utilise well-developed written and verbal communication skills • Demonstrating the application of the Treaty of Waitangi in practice • Providing a culturally safe environment for clients and whanau • The ability to prioritise a varied workload • Ability to work within a multi-disciplinary team	• Registered Nurse with current practising certificate – Scope of practice to include mental health • Post-graduate qualification with a mental health or child focus • Demonstrate a commitment to post-graduate study and professional development • Professional portfolio • Current valid driver's licence • Computer competent • Knowledge and understanding of research findings to support evidence based practice

A function of BOPDHB is to provide a 24-hour service. This may at times necessitate you being required to change duties or transfer to another ward or department to ensure adequate coverage.

You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support BOPDHB initiatives.

You are required to meet the Health and Safety at Work Act 2015 requirements as set out in the BOPDHB Health and Safety policies and protocols. This includes completing successfully any health and safety training provided by the BOPDHB.

You are required to maintain a standard of health which will allow for the performance of all duties and functions of the position. All BOPDHB sites are smokefree environments.

Health Practitioners Competence Assurance Act 2003

1. You are required to maintain your current competency based practicing certificate.
2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCA Act as the governing legislation.

Vulnerable Children Act 2014

Due to this position having contact with children and the BOPDHB's commitment to child protection, you will be subject to 'safety checks' under the Vulnerable Children Act at the time of hire and thereafter as per the relevant legislation.

Position Holders Declaration

I certify that I have read, understand, and agree to this position description.

Name: _____

Signature: _____

Date: _____

CARE
Manaakitanga

Attitudes and behaviours **We want to see**	**Outcome** Everyone we come into contact with will feel...	Attitudes and behaviours **We don't want to see**
Compassion		
Cares about other people. Has empathy and understanding. Is calm and reassuring. Protects people's dignity.	**Cared for and respected**	Is rude, bullies, intimidates or humiliates. Creates anxiety. Doesn't act if someone's dignity is suffering.
Treats everyone with respect regardless of their views, role or background. Value differences. Culturally competent.	**Treated with respect and cultural sensitivity**	Disrespectful, judgmental, makes assumptions about people. Gossips or talks behind people's backs. Rough behaviour.
Notices, acknowledges and appreciates people's efforts and achievements, gives praise, making people feel valued.	**Valued and engaged**	Criticises people's efforts, takes people for granted, makes people feel undervalued, belittled or inadequate.
All-one-team		
Shares knowledge and information openly and honestly, clearly explains and updates people on what's happening.	**Clear about what's happening**	Withholds knowledge and information, leaves people confused or in the dark.
Takes time to listen to others, is interested in their views. Invites people to ask questions and share concerns or ideas.	**Listened to**	Doesn't listen, talks over people, dismisses or puts people down, makes decisions without consultation.
Involves patients, whānau and colleagues as equal partners. Builds teams and relationships to achieve the best outcomes.	**Involved in a partnership model**	Doesn't trust or involve people in things that affect them. Excludes, overrides, micro manages.
Responsive		
Friendly, polite, approachable, warm. Introduces themselves. Creates a happy environment. Smiles when appropriate.	**Positively welcomed**	Ignores people, snappy or aggressive tone of voice or behaviours, 'rushing' and saying "I'm too busy".
Shows kindness. Is attentive to people's needs, supportive, helpful and willing. Often goes the extra mile for people.	**Supported, so they would want to be cared for or work here**	Passes the buck, says "it's not my job", unsupportive, does not take responsibility and leaves work for others.
Respects people's time. Plans ahead and co-operates so things run smoothly. Looks for efficient ways of doing things.	**We are flexible and efficient, and use resources wisely**	Often late. Leaves people waiting unnecessarily or puts people under pressure with unrealistic timeframes.
Excellence		
Chooses to take a positive, will-do attitude. Looks for solutions. Uses positive words and actions to good effect.	**Part of a positive culture of high achievement**	A negative attitude, often moaning, complaining or grumpy. Focuses on problems.
Aims for the best results, always learning, developing skills, knowledge, and ways of doing things, and helping others to.	**Things are always improving**	Assumes they know best, resists change, not interested in learning or developing. Happy with 'good enough'.
Consistently follows agreed, safe, best-practice.	**Safe**	Inconsistent, cuts corners, closed to new evidence.
Seeks, welcomes and gives constructive feedback, speaks up when they have a concern, coaches others' behaviour.	**We are role models who are open to feedback**	Blames. Closed to feedback. By not speaking up about poor behaviour or unsafe practice they condone it.

BAY OF PLENTY
DISTRICT HEALTH BOARD
HAUORA A TOI

Registered Nurse –Voyagers
Acting Director of Nursing
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