

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Registered Nurse		
	DIRECTORATE	Mental Health & Addictions	DEPARTMENT	Child, Adolescent & Family Service
	REPORTING TO (operationally)	Clinical Manager	REPORTING TO (professionally)	Nurse Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the geographical area of Hawke's Bay under the Hawke's Bay District Health Board (HBDHB). Staff reporting - Nil			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To work in partnership with patients and their families/whanau and collaborating with the multi-disciplinary team, to provide quality nursing care that is safe, cost effective and in accordance with professional, organisational standards, policies and procedures. To provide nursing care in line with the Nursing Council of New Zealand (2007) Competencies for the Registered Nurse Scope of Practice. To work as a member of the wider CAFS multi-disciplinary team and to support the delivery of the Hawkes Bay Health Sector vision and organisational wide KPI's e.g. MOH targets, financial targets. To recognise and support the delivery of the Hawkes Bay Health Sector vision. 			
KEY DELIVERABLES	<p>Coordination of Safe Delivery of Service</p> <ul style="list-style-type: none"> Provide comprehensive assessments and interventions for children and youths referred to the service presenting with different mental health challenges. Facilitate client involvement in formulating plans/planning intervention. Ensure clients/tangata whaiora are made aware of their rights and their choices and are empowered through their relationship with the service. Deliver individual, group and family therapy using evidence based methods and practices. Review cases systematically in a timely fashion and provide feedback that is focused and relevant, including <ul style="list-style-type: none"> Review and evaluates the care plan and goals the progress of the young person. Develop comprehensive discharge / transfer plans with the young person and their whānau. Provide administration and monitoring of medication including depot as prescribed. Carries out clinical risk assessments in a variety of settings (e.g. ED) for the young person and their whānau and takes the appropriate action to effectively manage and mitigate identified risks and seeking support where appropriate. This will include: <ul style="list-style-type: none"> Harm to self and/or others Family violence Child abuse and neglect Vulnerable adults and children. Demonstrates the ability to work across a diverse range of provision for culturally safe services appreciate and recognise impacts of culture on presentations and communication with clients/patients/tangata whaiora and their whānau. Take responsibility for consulting with clinical colleagues appropriately and makes sound clinical decisions. Meet quality and safety standards and adhere to organisational policies and procedures. Ensure timely referrals to other agencies/clinicians. This will include having joint assessments with other agencies such as Birthright or Directions Youth Health. Ensure a range of therapeutic and treatment services are available to clients/tangata whaiora and ensure that services are delivered in appropriate venues. Completes health record documentation consistent with legal, professional and organisational requirements within the working day. <p>Orientation / Teaching</p> <ul style="list-style-type: none"> Leads and contributes to training within the team/service. Ensure students / interns have support during placement and have a quality learning experience with the team. <p>Service Development & Quality</p> <ul style="list-style-type: none"> Participate as an active clinical team member within the scope of professional practice. Leads and participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. Contributes to annual planning process, including identifying gaps in service and participating in work 			

	<p>activities that may result from the planning process.</p> <ul style="list-style-type: none"> • Practises in a way that utilises resources in the most cost effective manner. <p>Supervision / Support of Staff</p> <ul style="list-style-type: none"> • Promote the development of strategies that foster a healthy, positive workplace and clinical environment. • Provides staff supervision as required (upon completing DHB supervision training). <p>Utilise Information Technology</p> <ul style="list-style-type: none"> • Demonstrate an ability to access and use available clinical information systems • Is conversant with applications required for specific discipline / role e.g. ECA, Concerto, Outlook etc. 				
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>				
KEY WORKING RELATIONSHIPS	<table border="1"> <thead> <tr> <th>INTERNAL</th> <th>EXTERNAL</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> • Manager (CAFS) • Associate Clinical Nurse Manager • Directorate Leadership Team (Nurse Director, Service Director, Medical Director) • Clinical Teams (Wairoa, NHC, Hastings, CHB) • Other Clinical Co-ordinators • Managers • Kaitakawaenga/Maori Health Services • Professional Leads • Other HBDHB Mental Health workers • Wider department nursing team • Wider Organisational Nursing teams • Chief Nursing and Midwifery Officer • Allied Health Staff • Medical Staff • Other team members • Administration staff • Relevant advisory groups/committees </td> <td> <ul style="list-style-type: none"> • Service Users • Family / Whanau / Aiga • Primary care providers • NGO service providers • Consumer organisations • Community organisations • Government agencies • Other mental health services • Tertiary academic partners • Oranga Tamariki • Ministry of Education • Rural Health Centres • National Specialty Groups </td> </tr> </tbody> </table>	INTERNAL	EXTERNAL	<ul style="list-style-type: none"> • Manager (CAFS) • Associate Clinical Nurse Manager • Directorate Leadership Team (Nurse Director, Service Director, Medical Director) • Clinical Teams (Wairoa, NHC, Hastings, CHB) • Other Clinical Co-ordinators • Managers • Kaitakawaenga/Maori Health Services • Professional Leads • Other HBDHB Mental Health workers • Wider department nursing team • Wider Organisational Nursing teams • Chief Nursing and Midwifery Officer • Allied Health Staff • Medical Staff • Other team members • Administration staff • Relevant advisory groups/committees 	<ul style="list-style-type: none"> • Service Users • Family / Whanau / Aiga • Primary care providers • NGO service providers • Consumer organisations • Community organisations • Government agencies • Other mental health services • Tertiary academic partners • Oranga Tamariki • Ministry of Education • Rural Health Centres • National Specialty Groups
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DELEGATION AND DECISION	<p>Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:</p> <ul style="list-style-type: none"> • Guideline: Responsibilities for direction and delegation of care to enrolled nurses (May 2011) • Guideline: Delegation of care by a registered nurse to a health care assistant (May 2011) 				
HOURS OF WORK	80 per fortnight				
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) \$54,034 - \$72,945 gross per annum according to qualifications and experience pro rata for hours worked (only include if the position part time).				
DATE	May 2020				
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> • N/A 				
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Working with children adolescents and families/Whanau when this client group are experiencing emotional trauma. 				

ESSENTIAL CRITERIA

Qualifications

Current registration with:

- Nursing Council of New Zealand as Registered Nurse.
- Post graduate clinical qualification in child and adolescent mental health mental health and/or child and adolescent development, and/or specialist models preferred.

Experience

- Experience in child and adolescent mental health assessment and treatment.
- Experience in different therapies and modalities e.g. CBT, ACT, and DBT.

Business / Technical Skills

- Holds a current annual practising certificate as Registered Nurse
- Holds a currently assessed nursing portfolio as assessed via an approved Professional Development Recognition Programme (PDRP) at proficient level Commitment to quality, excellence, and professional development.
- High standard of verbal and written communication skills.
- Familiarity with child development and family/whānau dynamics.
- Ability to work autonomously and be self-motivated.
- Demonstrated ability to work within a team.
- Ability to plan and implement change, set priorities and monitor performance.
- Knowledge of and experience in mental health.
- Commitment to own professional development.
- Current Driver's Licence

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Demonstrated time management skills
- Demonstrated ability to work within a team

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)process)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

Experience

- Postgraduate experience in CAFS
- Formal training in different therapies and modalities e.g. CBT, ACT, and DBT.

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGATE TIRA PARTNERSHIP
Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.