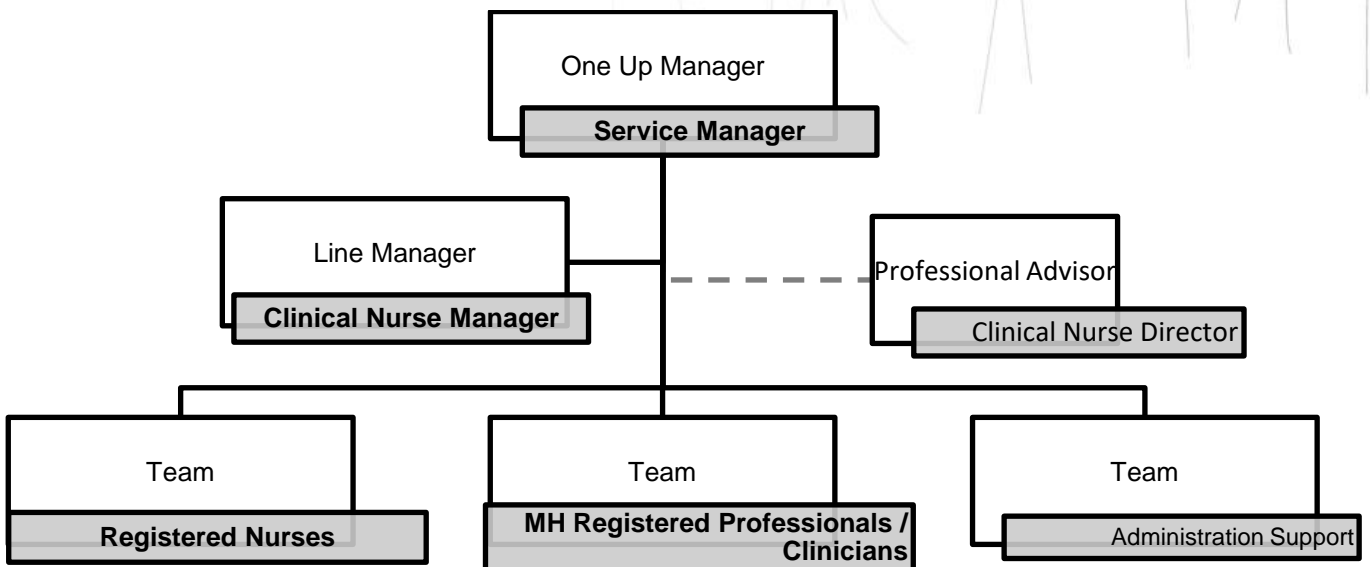




## POSITION DESCRIPTION

<b>Position:</b>	<b>Mental Health Clinician (Acute &amp; High Needs Team)</b>	
<b>Responsible to:</b>	Clinical Nurse Manager, Te Ngako Adult Community Mental Health & Addictions Service Service Manager Mental Health & Addiction Services.	
<b>Direct Reports:</b>	None	
<b>Location:</b>	Rotorua & Taupō	
<b>Functional relationships:</b>	<b>Internal:</b> Professional Advisor / s Mental Health & Addiction Multi-disciplinary Teams and services Clerical/Admin Staff Nursing Staff Allied Health Staff Medical Staff Other Departments	<b>External:</b> Service Uses, Caregivers, Family/Whanau, Iwi Representatives. Consumer & Family/Whanau Representatives Non- Governmental Organisations Primary Health Organisation personnel General Practitioners (GP's) & Practice Nurses - Designated Primary Care Practices LinkPeople.
<b>Financial delegations:</b>	None	
<b>Date:</b>	September 2022.	



## Primary purpose(s) of the position

To provide

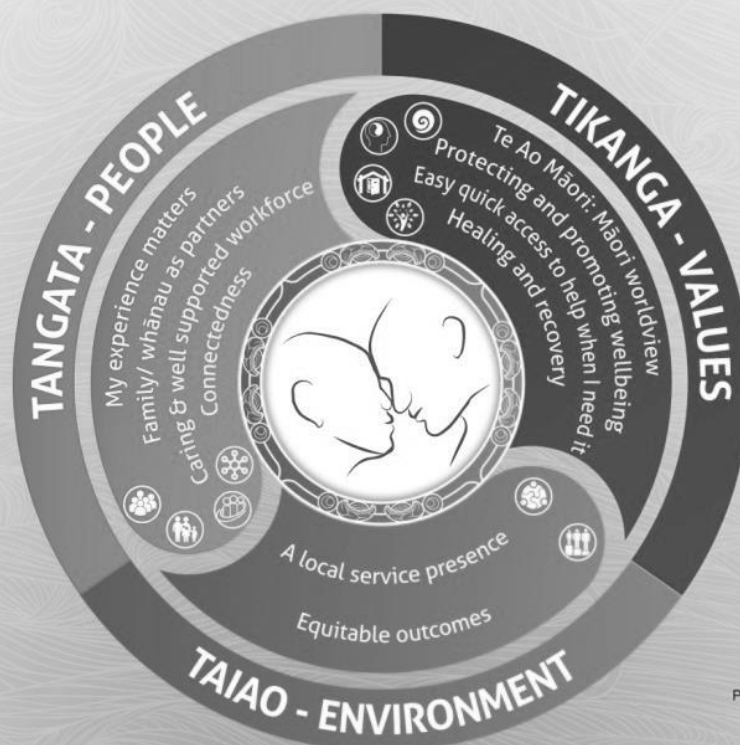
- To facilitate the delivery of effective clinical services ensuring quality patient care and a safe patient journey across the care continuum.
- To provide community mental health care based on current best practice and collaborative working within the interdisciplinary team.
- **Te Ara Tauwhirotanga - “Pathways that lead us to act with kindness”** (Model of Care) to provide the optimal environment and service to effect client’s wellness and recovery.

## TE ARA TAUWHIROTANGA – PATHWAYS THAT LEAD US TO ACT WITH KINDNESS

- **Tangata – People**
  - My experience matters
  - Family/Whanau as partners
  - Caring and well supported workforce
  - Connectedness
- **Tikanga –Values**
  - Te Ao Maori: Maori worldview
  - Protecting and promoting wellbeing
  - Easy quick access to help when I need it
  - Healing and recovery
- **Taiao – Environment**
  - A local service presence
  - Equitable outcomes

## Te Ara Tauwhirotanga - Pathways that lead us to act with kindness

Model of Care for Mental Health and Addictions for Lakes DHB area



Please see over for details of the themes/  
principles of the model of care.

September 2018

Key Objectives	Description	Expected Outcomes
<b>Professional Practice</b>	Delivers quality evidence based care/therapies in line with registration and current practising certificate and competency requirements of the New Zealand discipline specific authority	<p><b>NURSING</b></p> <ul style="list-style-type: none"> <li>• Demonstrates continuing achievement of competencies within the four domains for registration with Nursing Council of New Zealand (<a href="http://www.nursingcouncil.org.nz">www.nursingcouncil.org.nz</a>)</li> </ul> <ol style="list-style-type: none"> <li>1. Professional Responsibility</li> <li>2. Management of nursing care</li> <li>3. Interpersonal relationships</li> <li>4. Inter-professional health care and quality improvement</li> </ol> <p><b>SOCIAL WORK</b></p> <ul style="list-style-type: none"> <li>• Maintains professional competency levels coupled with the delivery of professional standards of performance and conduct at all times as per Aotearoa New Zealand Association of Social Work, Code of Ethics and Standards of Practice. (<a href="http://www.swrb.govt.nz">www.swrb.govt.nz</a>)</li> </ul> <p><b>OCCUPATIONAL THERAPIST</b></p> <ol style="list-style-type: none"> <li>1. Demonstrates Occupation Therapy competencies for registration &amp; continuing competence</li> <li>2. Applying occupational therapy knowledge &amp; skills &amp; values</li> <li>3. Practising appropriately for bicultural Aotearoa New Zealand</li> <li>4. Building partnerships &amp; collaborating</li> <li>5. Practising in a safe, legal &amp; ethical &amp; culturally competent way</li> <li>6. Engaging with &amp; being responsible for your profession. (<a href="http://www.otboard.org.nz">www.otboard.org.nz</a>)</li> </ol> <p><b>PSYCHOLOGISTS</b></p> <ul style="list-style-type: none"> <li>• Expectations delivered according to the psychology job description.</li> </ul>
<b>Clinical Assessment</b>	The Clinician will obtain and review relevant information, orientate families, obtain any necessary consents, conduct and document initial and on-going assessment.	<ul style="list-style-type: none"> <li>• Undertake such assessment within the framework of the multidisciplinary team.</li> <li>• Considers biological, psychological, and ecological factors.</li> <li>• Tailors assessment to the unique needs of the client/dyad/family.</li> <li>• Maintains standards consistent with relevant professional Boards' Code of Ethics</li> <li>• Seeks consent and appropriately follows Lakes Service policy and procedures.</li> </ul>
<b>Formulation and Planning</b>	The Clinician will collaborate with families and colleagues in identifying and prioritise areas for potential intervention, set goals, plan intervention(s), renew consent(s) (as required).	<ul style="list-style-type: none"> <li>• Documents process and decision making.</li> <li>• Psycho-diagnostic work demonstrates relevance to understanding and treatment planning.</li> <li>• Consults as required.</li> <li>• Discuss in detail with families the treatment options, and document the same.</li> </ul>
<b>Clinical Intervention</b>	The Clinician will implement treatment (where appropriate), and on an on-going basis assess/evaluate outcomes of treatment.	<ul style="list-style-type: none"> <li>• Provides clinical consultation to Perinatal, Adult and Infant MH&amp;AS staff as required.</li> <li>• Provides consultation to other services within Lakes as appropriate.</li> <li>• Provides liaison with designated community agencies and provides consultative services as appropriate.</li> </ul>

		<ul style="list-style-type: none"> <li>• Ensures all consultations are clinically sound, safe, and well grounded.</li> </ul>
<b>Family Consultation</b>	The Clinician will consult with and include family/whanau as appropriate.	<ul style="list-style-type: none"> <li>• Regularly incorporates work with families/whanau into assessment and treatment.</li> </ul>
<b>Team Communication</b>	The Clinician will contribute to effective clinical interventions by the Multidisciplinary Team (MDT), and the functioning of the MDT.	<ul style="list-style-type: none"> <li>• That the clinician is an integral member of the MDT, effectively communicating with other team members and participating in team and service procedures as required.</li> <li>• Demonstrates an understanding and appreciation of the scopes of other disciplines.</li> <li>• Accurately represents relevant discipline specific skills to others.</li> </ul>
<b>Clinical Supervision</b>	The Clinician will engage in regular clinical supervision, including Cultural Supervision (as appropriate).	<ul style="list-style-type: none"> <li>• May provide clinical supervision as per Service policy.</li> <li>• Receives clinical supervision on a regular basis as per Service policy.</li> <li>• Actively participates in Peer Review activities.</li> </ul>
<b>Quality</b>	The Clinician will actively pursue personal, professional, and service focussed Quality Improvement opportunities.	<ul style="list-style-type: none"> <li>• Participates in development of and adheres to Quality Assurance Policies and Procedures.</li> <li>• Participates in forums that develop Quality Assurance Policies, Procedures and Initiatives appropriate to the appointed role.</li> <li>• Demonstrates commitment to principles of Continuous Improvement.</li> <li>• Documents clinical care provision in accordance with professional Lakes standards.</li> <li>• Maintains membership in relevant Professional Body</li> </ul>
<b>Education and Training</b>	The clinician will collaborate to identify and meet their learning/development needs, and will contribute to meeting the needs of other clinicians.	<ul style="list-style-type: none"> <li>• Maintains up-to-date knowledge of clinical practice and related fields.</li> <li>• Provides In-service training and teaching according to professional abilities.</li> <li>• Develops an annual, personalised Professional Development Plan, and participates in Annual Performance Appraisals.</li> </ul>
<b>Delegated Duties</b>	The Clinician will perform delegated duties when required.	<ul style="list-style-type: none"> <li>• Completes any delegated duties from Line Manager as related to the function of a Registered Nurse/Registered Social Worker/Registered Clinical Psychologist in the (Service).</li> </ul>
<b>Contribution to effective clinical service delivery</b>	Provides support to line manager/CNM in achieving the aims of the department.	<ul style="list-style-type: none"> <li>• Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM</li> <li>• Actively facilitates and role models team working and flexibility between clinical and support staff members</li> <li>• Works proactively with medical specialists and nurse specialists to ensure effective services to patients using the department.</li> <li>• Provides care which enables effective patient journeys through the care continuum.</li> </ul>
<b>Model of Care</b>	Follows the principles of the model of care “ <b>Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness.</b> ”	<ul style="list-style-type: none"> <li>• Utilises <b>Te Ara Tauwhirotaanga – “Pathways that lead us to act with kindness”</b> model of care to engage with patients, visitors and multidisciplinary teams.</li> <li>• Incorporates and follows the principles of the model of care <b>Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness</b> into day to day business activities.</li> </ul>
<b>Utilisation of Telehealth</b>	Health care is delivered using digital technology where participants may be separated by time and/or distance	<p>REGISTERED NURSING STAFF</p> <ul style="list-style-type: none"> <li>• Service provision is in line with the New Zealand Health Strategy and the Nurse Executives of New Zealand Telehealth Position statement to provide care “closer to home”.</li> <li>• Provision of patient centric care which will give patients the option of telephone or video appointments where</li> </ul>

there is no need for an in-person appointment and assist Dr's and nurse practitioners to deliver care via video and phone.

- Advise patients in the use of telemonitoring devices (where appropriate) and provide follow-up care to prevent unnecessary hospital admissions.

**ALLIED STAFF**

- Service provision is in line with the New Zealand Health Strategy and the New Zealand Allied Health Best Practice Guide for Telehealth to provide care "closer to home".
- Person centric care which will give tangata whaiora the option of telephone or video appointments where there is no need for an in-person appointment..



Te Ringa Tōmau



Te Ringa Hora

Te Ringa Raupā



Te Ringa Ahuahu

Te Ringa Taurima



Capabilities	Capability definition	Achievement Indicators
<p><b>Communication and Personal Interaction</b></p> <p><b>Te Ringa Hora</b></p> <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Communicates relevant information in a timely manner to those who need to know at a level that is understood.</p> <p>Fosters a team environment and encourages collaboration between team and departments within Te Whatu Ora Lakes.</p> <p>Connects with people to build trust and confidence.</p>	<ul style="list-style-type: none"> <li>• Transfers information effectively verbally and writes clearly, coherently and succinctly.</li> <li>• Shares well thought out, concise and timely information with others using appropriate mediums.</li> <li>• Organisational updates are provided to staff by way of relaying in general terms but more importantly what affect it has on the unit and how staff can help where necessary to achieve any requirements.</li> <li>• Builds team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.</li> <li>• Maintains and promotes high standards of social, ethical and organisational norms.</li> <li>• Articulates differing perspectives on an issue and can see the merit of alternative points of view.</li> <li>• Works with other managers and teams to streamline processes for the best efficiency for both teams.</li> <li>• Provides staff who have concerns about another team process, a different point of view to consider.</li> <li>• Connects with others, listens, reads people and situations and communicates tactfully.</li> <li>• Gets to know their team members and treats them with respect, valuing their individuality and contributions.</li> </ul>
<p><b>Strategy &amp; Performance</b></p> <p><b>Te Ringa Raupā</b></p> <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Delegates appropriately within team utilising individual skills to achieve results.</p> <p>Understands the unit requirements and the implications of the units achievements on the overall service delivery.</p>	<ul style="list-style-type: none"> <li>• Understands individuals strengths and weaknesses to utilise or increase skills for those individuals.</li> <li>• Assigns and sub-delegates staff to teams to allow for development and succession planning.</li> <li>• Ensures decision making complies with organisational strategies.</li> <li>• Recognises decisions made within the unit affect overall results of the service and Te Whatu Ora Lakes.</li> <li>• Works with Service Manager to maximise unit efficiency.</li> </ul>
<p><b>Development and Change</b></p> <p><b>Te Ringa Ahuahu</b></p> <p><i>the hand that shapes or fashions</i></p>	<p>Works to include staff in change minimising barriers to implementation.</p>	<ul style="list-style-type: none"> <li>• Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</li> <li>• Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies.</li> <li>• Openly broaches concern with staff from the outset asking for their ideas and input.</li> </ul>

<b>something (refers to someone who is innovative)</b>	Articulates decisions and reasoning behind change enable buy-in to results.	<ul style="list-style-type: none"> <li>• Gives examples of what might help to resolve the issue/concern.</li> <li>• Seeks opportunities to improve performance and seeks feedback to measure and improve.</li> <li>• Encourages staff participation in possible solution process.</li> <li>• Allows staff input to possible solutions to concern.</li> <li>• Gives careful consideration to staff ideas and offers alterations to suggestions where necessary.</li> <li>• Develops an informative response to the team including trends, data, process and benefits of the decided process/change.</li> <li>• Allows feedback to decision to enable 'tinkering' to be made where appropriate.</li> </ul>
<b>Personal Accountability</b> <b>Te Ringa Tōmau</b>  <b>the hand that is trustworthy</b>	Manages own and encourages others to foster work/life balance.  Actively manages own career aspirations and development.	<ul style="list-style-type: none"> <li>• Ensures regular breaks are taken and own annual leave accruals are used within the 12 months following accrual.</li> <li>• Ensures employees within their service are taking regular annual leave breaks for the purpose of rest/recreation throughout the year.</li> <li>• Is constantly striving to acquire and maintain knowledge, skills and/or experience.</li> <li>• Has own career development plan and succession planning.</li> <li>• Seeks out development opportunities to expand knowledge and capability.</li> <li>• Engages in projects and activities readily which are above and beyond scope of current role.</li> </ul>
<b>Culture and Values</b> <b>Te Ringa Taurima</b>  <b>the hand that nurtures, encourages, supports</b>	Makes decisions based on facts and without personal bias.  Engages with mentors and supervisors for personal skill development. Plans, prioritises and organises work to deliver on short and long term goals. Encourages and promotes Te Whatu Ora Lakes values and expectations.	<ul style="list-style-type: none"> <li>• Is proactive and effective when problem solving is required.</li> <li>• Engages with staff member/managers/multidisciplinary team when concerns are raised to best understand their point of view.</li> <li>• Appropriately investigates the concern looking at trends, situation and practices.</li> <li>• Critically examines repeatable risk factors.</li> <li>• Is constantly striving to acquire and maintain knowledge, skills and/or experience.</li> <li>• Demonstrates a commitment to and takes responsibility for going professional development.</li> <li>• Purposeful about where time is invested.</li> <li>• Delivers relevant results within expected timeframes.</li> <li>• Role models expected behaviours and practices.</li> <li>• Treats staff, patients and visitors with dignity and respect.</li> <li>• Uses appropriate empathy to gain organisational objectives.</li> <li>• Is solution focused.</li> </ul>

<b>Compulsory Requirements</b>	Description	Expected Outcomes
<b>Māori Health</b>	Māori philosophies and values of health are demonstrated in work practice.	<ul style="list-style-type: none"> <li>• Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Te Whatu Ora Lakes Maori Health division in the planning and delivery of services.</li> <li>• Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori.</li> <li>• Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care.</li> </ul>

		<ul style="list-style-type: none"> <li>• Māori are enabled to access and participate in cultural activities provided by the Te Whatu Ora Lakes.</li> <li>• A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Te Whatu Ora Lakes is shown.</li> </ul>
<b>Te Iti Kahurangi</b>	The Lakes Way, Our Place Our Culture	<ul style="list-style-type: none"> <li>• Works within the Te Iti Kahurangi framework and supporting guide document.</li> </ul>
<b>Record Keeping</b>		<ul style="list-style-type: none"> <li>• Complies with the Te Whatu Ora Lakes Corporate Records Management policy to create and maintain full and accurate records.</li> </ul>
<b>Quality &amp; Risk</b>	Patient safety is paramount to the service we deliver at Te Whatu Ora Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.	<ul style="list-style-type: none"> <li>• Employees are supported to lead by example and implement a culture of continuous quality improvement.</li> <li>• Risks that may prevent Te Whatu Ora Lakes from achieving their goals are identified, reported, and managed.</li> <li>• Māori patients are provided patient-centred care to achieve positive Māori health outcomes.</li> <li>• Needs of Māori are reviewed and reported in the further development of practice, process and or policy.</li> <li>• Evidence-based methodologies are used to support improvements, e.g. kaupapa Māori methodology.</li> <li>• Quality care is provided to certification standards.</li> </ul>
<b>Health &amp; Safety</b>	Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.	<ul style="list-style-type: none"> <li>• Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Te Whatu Ora Lakes policy and legislative requirements.</li> <li>• Healthy lifestyles are actively promoted and participated in, within the work area.</li> <li>• Employees participate in Health and Safety within areas of work.</li> <li>• Health and Safety activities are appropriately documented within specified timeframes.</li> <li>• Health and Safety policies have been read and understood and are applied in the workplace.</li> <li>• Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately.</li> <li>• Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.</li> <li>• All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.</li> </ul>

**Signatures:**

Line Manager:  
(position description approved): \_\_\_\_\_

Employee:  
(acceptance of position description): \_\_\_\_\_

*(Please also initial all other pages to show acceptance of position description.)*

<b>Person Specification</b>	<b>Essential:</b>	<b>Desirable:</b>
<b>Education and Qualifications:</b>	<ul style="list-style-type: none"> <li>▪ Current Annual Practising Certificate</li> <li>▪ Registration with the Nursing Council of New Zealand (NCNZ); or</li> <li>▪ A relevant nursing qualification. RN (RCompN or RPN) with recent mental health and addiction clinical experience; or</li> <li>▪ NZ recognised qualification in Social Work (eg. BSW, BASS, MSW, MA Applied; or</li> </ul>	<ul style="list-style-type: none"> <li>▪ Qualification relating to area of practice</li> <li>▪ Current drivers license</li> <li>▪ Demonstrated commitment to own professional development.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Holds an ANZASW Registration or Registered Occupational Therapist or Clinical Psychologist.</li> <li>▪ In some instances particular experience and/or on-the-job training may be required.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Member of relevant professional organisation.</li> <li>▪ Treaty of Waitangi training</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>▪ Recent hospital and community clinical practice</li> <li>▪ Meets competent level or higher on the Professional Development and Recognition Programme</li> <li>▪ Relevant post graduate mental health specific clinical experience</li> <li>▪ Minimum 2 years post graduation</li> <li>▪ Minimum of 3 years experience in a community mental health environment.</li> <li>▪ Demonstrates ability to undertake a key worker role within a multidisciplinary team</li> <li>▪ Possess well developed clinical skills</li> <li>▪ Sound assessment and psychosocial intervention skills</li> <li>▪ Good understanding of challenges in working in a community setting</li> <li>▪ Proven ability to deliver evidence based clinical care</li> <li>▪ Proven commitment to delivery of quality mental health care and treatment</li> <li>▪ Proven communication and interpersonal skills</li> <li>▪ Proven skills as a client/caregiver educator</li> <li>▪ Proven ability to work successfully with Maori clients utilising a whānau ora approach</li> <li>▪ Proven ability to manage a work load in a planned and co-ordinated manner</li> <li>▪ Ability to manage workload through prioritisation, and setting and meeting objectives efficiently</li> <li>▪ Ability to work with all cultural groups and their advocates</li> <li>▪ Developed counselling, cognitive behaviour therapy and advocacy skills</li> <li>▪ Ability to network and work positively with relevant NGO and community agencies</li> </ul>	<ul style="list-style-type: none"> <li>▪ Proven ability to deliver evidence based clinical care</li> <li>▪ Proven commitment to delivery of quality nursing care</li> <li>▪ Proven communication and interpersonal skills</li> <li>▪ Proven skills as a client/caregiver educator</li> <li>▪ Proven ability to work successfully with Maori clients utilising a whanau ora approach</li> <li>▪ Proven ability to manage a work load in a planned and co-ordinated manner</li> <li>▪ Proven ability to apply research to the practice setting</li> <li>▪ Demonstrated commitment to own professional development</li> </ul>
<b>Health Practitioners Competence Assurance Act 2003</b>	<ul style="list-style-type: none"> <li>▪ You are required to maintain your current competency based practicing certificate.</li> <li>▪ You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).</li> <li>▪ You must complete the requirements of any competency programme.</li> <li>▪ You must notify the employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.</li> <li>▪ You are required to know the provisions of the HPCAA as the governing legislation.</li> </ul>	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>▪ Te Tiriti O Waitangi in the provision of health care services and support to Māori.</li> <li>▪ Te Tiriti O Waitangi in practice, process, policy development and decision making.</li> <li>▪ Te Whatu Ora Lakes is a Reorua organisation knowledge and understanding of Te Reo/ Correct pronunciation.</li> <li>▪</li> <li>▪ Health and Disability Code of Consumer Rights 1996</li> <li>▪ Health Information Privacy Code 1994</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of NZ Health Centre.</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Health Practitioners Competency Assurance Act 2003</li> <li>▪ Human Rights Act 1993</li> <li>▪ Te Whatu Ora Lakes Quality Framework</li> <li>▪ Medicines Act 1981 and Medicines Regulation 1984</li> <li>▪ Misuse of Drugs Act 1975 and Regulations 1977</li> <li>▪ Nursing Council of New Zealand Code of Conduct 2004</li> <li>▪ Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005</li> <li>▪ Treaty of Waitangi Act 1975 and its application to the health and mental health settings.</li> <li>▪ Health and Disability Service Standards (2008)</li> <li>▪ Mental Health (Compulsory Assessment and Treatment) Act 1992</li> <li>▪ Let's get real: Real Skills for people working in mental health and addiction (2008)</li> <li>▪ Knowledge of the Mental Health and Addiction Service Development Plan (2012)</li> <li>▪ Standards of Practice for Mental Health Nursing in Aotearoa New Zealand (2012 3rd ed)</li> </ul>	
<b>Skills:</b>	<ul style="list-style-type: none"> <li>▪ Pronunciation of Te Reo Māori words and names</li> <li>▪ Produces and maintains accurate records, notes and other documentation which are clear and up to date.</li> <li>▪ Consumer/Recovery focussed</li> <li>▪ Statistical data maintained and submitted within relevant timeframes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Te Reo Māori</li> <li>▪ .. ]</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>▪ Caring and compassionate attitude towards clients, whanau and co-workers</li> <li>▪ Motivated and self directed</li> <li>▪ Excellent interpersonal skills</li> <li>▪ Adaptability and flexibility</li> <li>▪ Prioritisation, time and workload management skills</li> <li>▪ Works well within team to achieve collective outcomes.</li> <li>▪ Contributes positively to the culture of the organisation, is a team player, takes direction and accounts for performance. Demonstrate a caring and compassionate attitude towards clients, whānau and co-workers.]</li> </ul>	<ul style="list-style-type: none"> <li>▪ Non-smoker</li> <li>▪ Commitment to on going post graduate education</li> <li>▪ Evidence of relevant professional development in speciality clinical knowledge and skills</li> <li>▪</li> </ul>
<b>Further comments</b>	<ul style="list-style-type: none"> <li>▪ Possesses a current Motor vehicle drivers licence – Class 1</li> <li>▪ Computer literate and competent</li> <li>▪ Cultural sensitivity and safety</li> <li>▪ Able to react appropriately to the unpredictable nature of the work and the workplace</li> <li>▪ Advanced Problem solving abilities</li> <li>▪ Excellent oral and written communication</li> <li>▪ Ability to prioritise activities and needs</li> <li>▪ Professional demeanour</li> <li>▪ Ability to work independently (self-directed)</li> <li>▪ Excellent interpersonal skills</li> <li>▪ Integrity</li> <li>▪ Good time management and organisational ability.</li> <li>▪ Team player</li> <li>▪ Good analytical skills</li> <li>▪ Ability to work under pressure</li> </ul>	



## **Appendix 1: NCNZ REGISTERED NURSE SCOPE OF PRACTICE**

Registered Nurses utilise nursing knowledge and complex nursing judgement to assess health needs and provide care and to advise and support people to manage their health.

They practice independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct Enrolled Nurses and Nurse Assistants. They provide comprehensive nursing assessments to develop, implement and evaluate an integrated plan of health care and provide nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whanau and communities. Registered Nurses may practice in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, teach, evaluate and research nursing practice. There will be conditions placed on the scope of practice of some Registered Nurses according to their qualifications or experience limiting them to a specific area of practice.

### **NCNZ Competency Framework for Registered Nurses:**

#### **1. Professional responsibility**

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises client safety, independence and quality of life and health.

- Accepts responsibility for ensuring that his/her nursing practice and conduct meets the standards of the professional, ethical and relevant legislated requirements.
- Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.
- Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others.
- Promotes an environment that enables client safety, independence, quality of life and health.
- Practices nursing in a manner that the client determines as being culturally safe.

#### **2. Management of nursing care**

This domain contains competencies related to client assessment and managing client care, which is responsive to client needs and which is supported by nursing knowledge and evidence-based research.

- Provides planned nursing care to achieve identified outcomes.
- Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.
- Ensures documentation is accurate and maintains confidentiality of information.
- Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.
- Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
- Evaluates client's progress toward expected outcomes in partnership with clients.
- Provides health education appropriate to the needs of the client within a nursing framework.
- Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.
- Maintains professional development.

#### **3. Interpersonal Relationships**

This domain contains competencies related to interpersonal and therapeutic communication with clients, other nursing staff and inter-professional communication and documentation.

- Establishes, maintains and concludes therapeutic interpersonal relationships with client.
- Practices nursing in a negotiated partnership with the client where and when possible.
- Communicates effectively with clients and members of the health care team.

#### **4. Inter-professional healthcare and quality improvement**

This domain contains competencies to demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the inter-professional activities of the team.

- Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care.
- Recognises and values the roles and skills of all members of the health care team in the delivery of care.
- Participates in quality improvement activities to monitor and improve standards of nursing.

## ABOUT TE WHATU ORA LAKES

At Te Whatu Ora Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

### VISION

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well being, and ora - describing the state of wellness.

### STRATEGIC MISSION

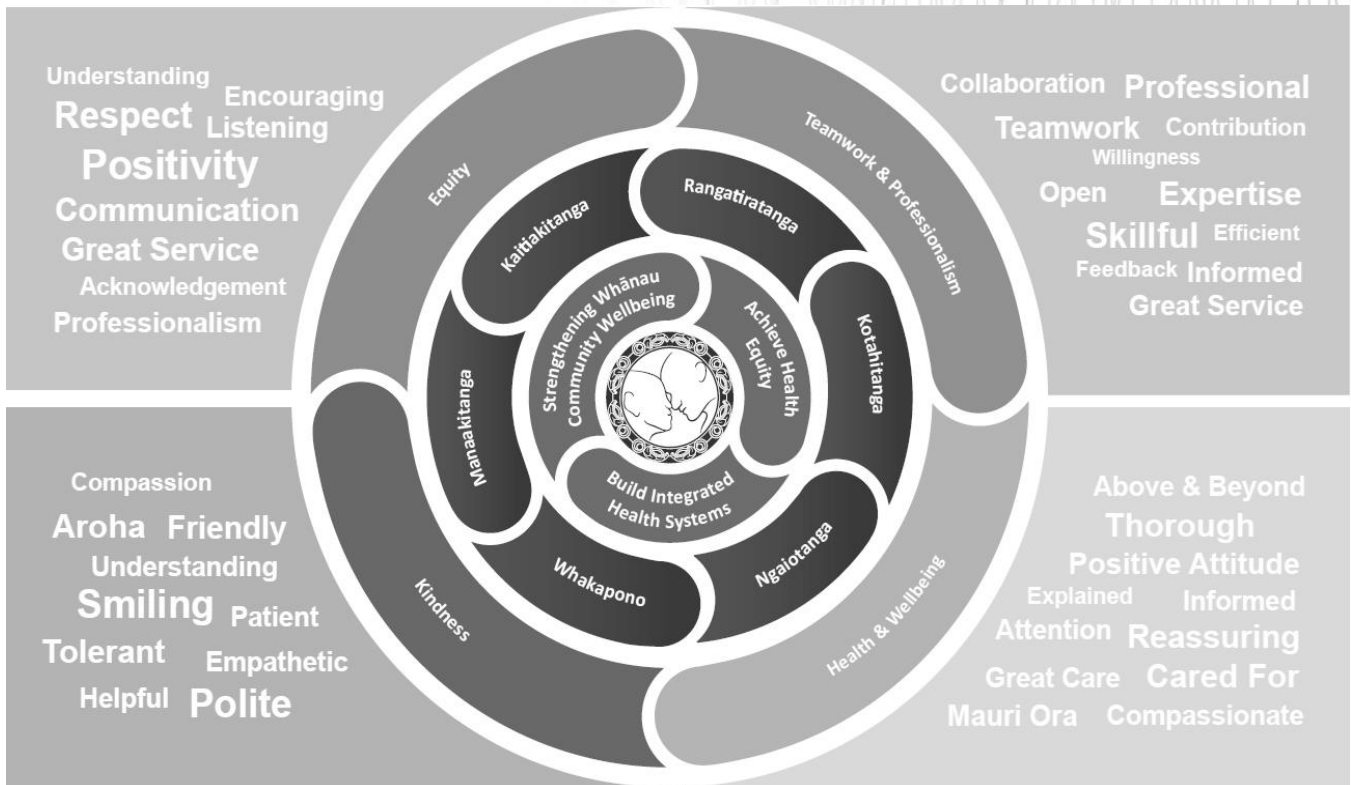


- Achieve equity in Māori health
- Build an Integrated health system
- Strengthen people, whanau & community wellbeing

### THREE CORE VALUES

Manaakitanga	respect and acknowledgment of each other's intrinsic value and contribution
Integrity	truthfully and consistently acting collectively for the common good
Accountability	collective and individual ownership for clinical and financial outcomes and sustainability

### TE ITI KAHURANGI – THE LAKES WAY, OUR PLACE, OUR CULTURE – WE WILL



## TE TIRITI O WAITANGI

### Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

### Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

### Mana motuhake

Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives and to live on Māori terms and according to Māori philosophies, values and practices, including tikanga Māori.

### Mana tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

### Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Te Whatu Ora Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.

## ORGANISATION STRUCTURE

# Te Whatu Ora

## Health New Zealand

Lakes

