

Role Description	
Position:	Nurse Practitioner / Nurse Practitioner in Training, Mental Health Service
Hours of Work:	Monday to Friday (40 hours per week)
Responsible to:	Charge Nurse Manager, Te Rangiora Adult MHS Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
Location(s):	Wairarapa Hospital and the wider Wairarapa community

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	Well Wairarapa - Better health for all
Hutt Valley DHB Vision:	Whanau Ora ki te Awakairangi Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Wairarapa DHB Mission:	To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.
Hutt Valley DHB Mission:	Working together for health and wellbeing Our mission demonstrates the Hutt Valley DHB's commitment to a cooperative way of working. This includes staff working cooperatively, working in collaboration with the people and organisations we fund, working with organisations from other sectors and working within our community.
Capital & Coast DHB Mission:	Together, Improve the Health and Independence of the People of the District.
Wairarapa DHB Values:	Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.
Hutt Valley DHB Values:	'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.
Capital & Coast DHB Values:	Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

Context

Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital (2006) in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20minutes from Wellington.

Hutt Valley DHB provides secondary and tertiary, medical and surgical hospital services along-side community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Community Hospital.

Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

MHAIDs Service Perspective

The hospital and health services of the DHBs provide a range of services, one such group of services includes Mental Health, Addictions and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans three DHBs - Wairarapa, Hutt Valley and Capital and Coast DHB's and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the 3DHB sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whariki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga.
- Te Tahuu and the Mental Health Blueprint for Mental Health Services in New Zealand to guide and direct service design, delivery, development, and review.
- Intellectual Disability High and Complex Framework
- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand.

The Service has access to business support services including Human Resources and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Wairarapa Teams Perspective

Te Rangiora Adult MHS

Te Rangiora Community Mental Health Team is a multidisciplinary team comprising of psychiatrists, psychologist, nurses, social workers, support worker, registered medical officer, and administration staff.

Te Rangiora provide services to residents who live in the geographical area of the Wairarapa region.

The team offers specialist services for people with moderate to severe mental health problems, and offer assessment, treatment and support to assist the individual and their whanau and other support people in their recovery journey with the aim of supporting people back to having their health care provided in primary health care services. The focus of the service is on providing evidenced based treatment interventions for those people who present with more complex needs and higher risks.

Te R.A.M.A Child Adolescent Mental Health Services (CAMHS)

The Child Adolescent Mental Health Service (CAMHS) is a community mental health service for young people and their families/whanau. The service is part of the Younger Persons Community Mental Health and Addiction Services 3DHB and are located in Wairarapa, Hutt Valley, Kapiti, Porirua and Wellington.

The teams provide specialist mental health services for infants, children and adolescents between the ages of birth and 19 years (inclusive) and their family/whanau when there are indicators of moderate to serious mental health and substance use problems. Consultation and liaison services are provided to lead agencies working with children and youth who experience mental health disorders.

Role perspective

All nurses employed by the MHAID 3DHB Services will have Registration with the Nursing Council of New Zealand (NCNZ) and maintain a current annual practising certificate as a Registered Nurse. Nurses must practise in accordance with standards established through legislation and professional nursing standards. It is expected that all nurses are familiar with relevant documents (refer to Capability Profile) and will, at all times, adhere to these. This also includes the 3D DHB Code of Conduct. It is the nurse's responsibility to access policy and procedures through the DHB Intranets as applicable.

The NP role complements existing service provision for clients with mental health. The NP role looks to the future health needs of the population and provides opportunity for clinical leadership and consultation with the primary care and NGO sectors to contribute to meeting identified health priorities.

The NP role intent is to complement existing services and evolve a model of care informed by best evidence that will:

- Contribute as part of 3DHB NP colleagues providing leadership and responsive input to strategic Mental Health advisors & portfolio leaders.
- Continue to develop close links between specialist mental health nursing and primary care
- Improve usage of existing resource

- Contribute clinical expertise and support in the development of clinical capability in care (knowledge, skill and leadership) of persons with complex mental health needs
- Provide an additional advanced nursing resource to jointly work with health professionals on mental health care issues, to manage very complex situations associated with increased consumer/resident vulnerability.
- Improve health outcomes for the unwell or acutely unstable consumer/resident by improving timely access to mental health nursing advice, comprehensive assessment, diagnosis, care planning with interventions, and support services
- Prevent hospitalisation when patients can be best supported in the community or NGO settings
- Contribute to improved coordination of care across sectors and disciplines
- Provide an opportunity for clinical leadership/mentoring to support the work of registered nurses and caregivers in the mental health sector.

While the role reports to the Charge Nurse Manager Adult MHS, it is expected that the NP will have a close working relationship and professional responsibility to the 3DHB Director of Nursing Mental Health Addictions and Intellectual Disability Service

Purpose of the role

To provide and facilitate comprehensive clinical care and advanced nursing expertise for people with complex psychiatric needs to complement existing services in the DHB, ARC and PHC sectors and relevant tangata whaiora/whānau groups. This includes consultation, support, advice, training and education to relevant staff and managing a caseload that involves advanced clinical assessment and treatment delivery.

Key Accountabilities

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
1. Professional Responsibility & Leadership	<ul style="list-style-type: none"> • Contributes to achievement of strategic direction for defined speciality • Organisational advocacy • Contributes to the high performance of the specialty and maintains an organisation and service wide profile • Liaison with other services across the 3DHB • Lead and support the development of evidence based clinical practice for the specialty • Challenge clinical issues and seek resolution to address practice issues • Contribute to skill development of RNs and Carers in DHB, NGO & other Primary Care Services • Practice reflects understanding of organisational financial and resources constraints in a range of different settings 	<ul style="list-style-type: none"> • Achievement of relevant goals in service plan • Tangata whaiora/whānau satisfaction, feedback/evaluation of NP activities • Leadership role in complex clinical care situations across settings and disciplines • Supports MDT Process to enable & strengthen consumer & cultural input • Supports RN Registered progression towards advanced practice roles • Responds proactively to changing systems • Feedback from clinicians within multidisciplinary team & intersectional groups • Models expert risk management

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- Role model excellence in clinical professional practice working alongside staff to reinforce learning and provide specialist assistance when required
 - Provides professional and clinical leadership and consultancy
 - Provides clinical expertise to the MDT & mentors RNs in DHB & NGOs
 - Local systems level activity promoting positive contribution of nursing to health care delivery and equity of health outcomes
 - Peer review on mentoring, coaching and teaching
 - Evidence of debriefing & critical thinking reflective practice
 - Identifies systems improvements to support inpatient wards and community/NGO providers to achieve effective complex care transfers across the secondary-primary
 - Evidence of action plan to address clinical issues/complaints
 - Evidence of ability to think creatively in a resource constrained environment
 - Input to relevant service and national submissions clinical leadership and consultancy evident

2. Clinical Expertise & Nursing Care Management

- Demonstrate advanced clinical practice and decision-making
- Provide advice on complex clinical issues across settings and disciplines
- Provide ongoing assessment, care plan modelling and appropriate follow up
- Initiate regular opportunities to collaborate with area staff to review models of care and outcomes
- Take responsibility for providing ongoing expert advice, support and collaboration to ensure plan meets tangata whaiora/whānau needs
- Collaborate with appropriate personnel on service delivery issues
- Evaluate tangata whaiora/whānau responses to
- Professional Development achievements
- Care plans for high risk and complex tangata whaiora/whānau are developed and evaluated
- Actively participates in appropriate committees and projects
- Regular contact with tangata whaiora & whānau is evident in the care plan models
- Practice issues from within the clinical environment for education purposes are identified
- Standard protocols are developed and followed aligned with evidence-based practice
- Case exemplars /practice dairy that evidences care

care and modify the plan of care accordingly

- Comprehensive, accurate assessments of consumers/residents in a variety of settings
- Demonstrate advanced nursing expertise and preventative care (including proactive assessment) to improve health outcomes)
- Utilise advanced nursing knowledge and skills to meet the needs of a vulnerable consumer group
- Demonstrate expert communication techniques to ensure contextually accurate information is available

decisions Participates in case & peer review

- Advocates for consumer, whānau and colleagues
- Evidence of effective utilisation of assessment tools to inform tests and investigations to support clinical reasoning
- Feedback from tangata whaiora & whānau and health care professionals
- Verbal and written review of pharmaceutical use and knowledge with medical preceptor
- Case evidence of timely referral & consultation to address issues outside scope of practice/expertise

3. Quality and Risk

- Active participation in relevant quality assurance activities that related to improved health care and effectiveness of own practice
- Works with staff to improve nursing practice & consumer outcomes in speciality area
- Participate in reportable event investigations
- Identify and undertake audit activities and other practice evaluation activities
- Participate in DHB quality and policy initiatives
- Use planned approach to practice innovation
- Identify and support development of required policy, protocols, and guidelines relevant to speciality practice
- Development in own and staff's practice through the optimal use of care guides/care pathways and crucial reflection
- Actively manages risk
- Influences purchasing & provision through use of evidence based findings

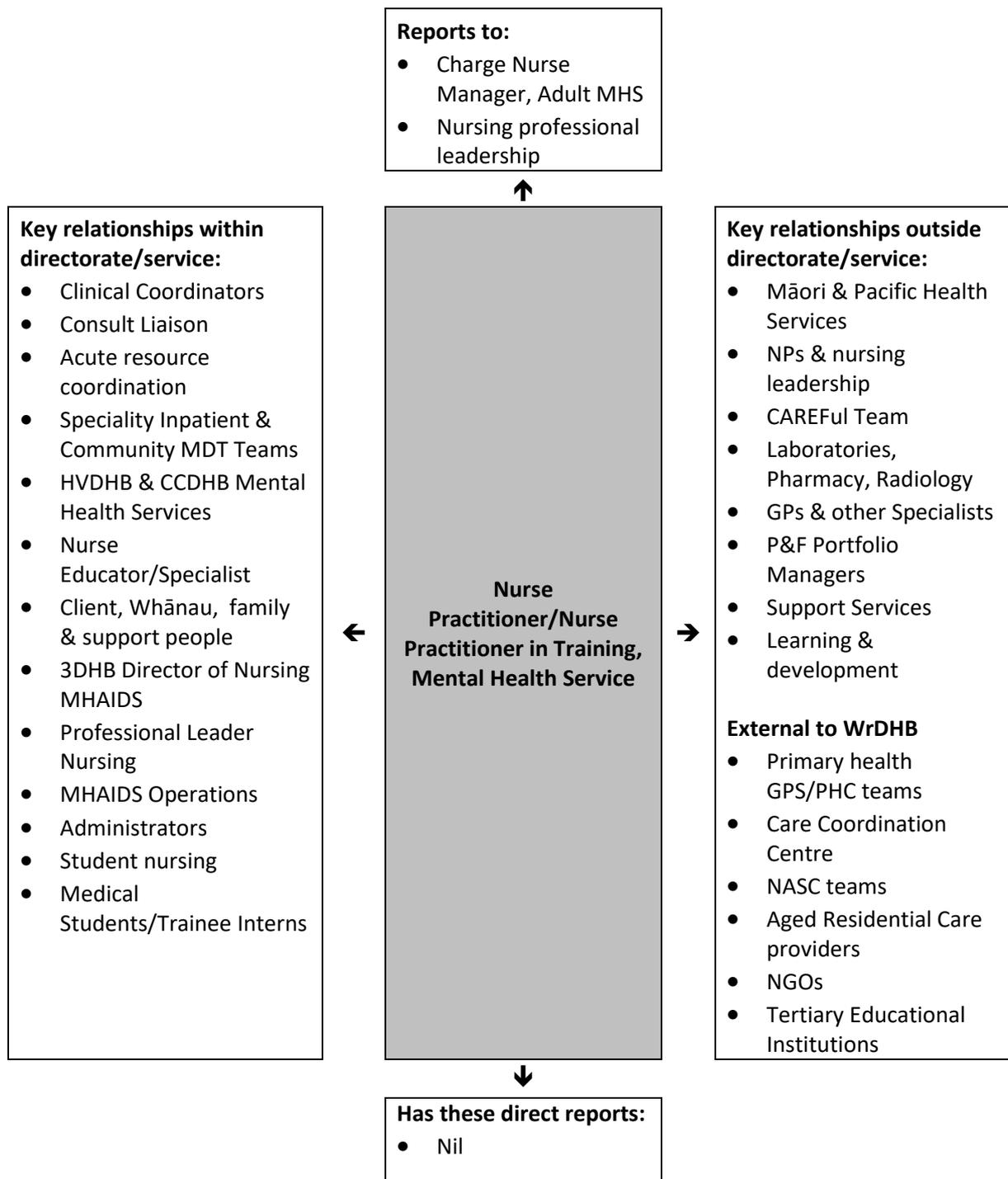
- Professional Development
- Health and Safety Compliance
- Speciality standard compliance
- Is able to provide evidence of risk identification and action
- Aligns quality & safety activities with service strategic direction, District Annual Plan & Nursing Strategic Plan of relevance to speciality area
- Expert advice provided to investigations, audits and action plans
- Outcomes of audit activities are monitored, reported and plan developed and initiated to address issues
- Nursing practice standards are aligned with new technologies and procedures
- Collaborates in developing evidence based protocols, policies and guidelines for the specialty and ensure that these are updated
- Considers all policy and processes from the unique

		<ul style="list-style-type: none"> • kaupapa Māori perspective • Risk minimisation evidence in identified priorities for action documented in monthly reports
4. Education, Teaching & Research	<ul style="list-style-type: none"> • Inform speciality education across the organisation • Anticipate and collaborate in training in response to needs of a range of clinical settings • Act as a resource person for clinical and theoretical knowledge for the speciality • Identify and support development of required policy, protocols, and guidelines relevant to speciality practice • Promote care environments that optimise consumer/resident function, independence, quality of life and dignity • Participate in clinical research and audit activities • Develop research capability • Build effective public speaking skills as required • Development of evidence-based clinical practice and teaching 	<ul style="list-style-type: none"> • Speciality education goals achieved • Assess outcome of education plan. • Actively identify and support research and innovation • Maintain current resources for tangata whaiora/whānau/family education and information • Evidence of contribution to the development of education resources • Teaching outcomes evaluated – teaching evaluations from participant • Teaching record to meet NP Portfolio requirements
5. Professional Development	<ul style="list-style-type: none"> • Maintain NCNZ requirements for NP scope of practice • Active participation in NP role development • Annual senior nurse review • Network & participate in advanced NP practice forums • Role models appropriate professional, legal and ethical determinants of practice • Maintain RN competencies and evidence role development in the competencies for nurse practitioners • Identify and appropriately manage personal learning needs 	<ul style="list-style-type: none"> • Registration & professional management requirements met • Professional supervision records • Participates in peer, case review & debriefing activities • Evidence of continued practice & leadership skills in professional development plan • Advances clinical and leadership competency • Evidence of utilisation of national and international networks to inform practice

6.Occupational Health & Safety

- Complies with responsibilities under the Health & Safety in Employment Act 1992
- Has read and understood the Health & Safety policy and procedures
- Actively supports and complies with Health & Safety policy and procedures.
- Complies with health and safety policy across DHB and PHC services

Key Relationships & Authorities



Capability Profile

Competencies

The role holder must be able to demonstrate achievement of the Nursing Council New Zealand (NCNZ) competencies for the Nurse Practitioner scope of practice. See www.nursingcouncil.org.nz and www.hpca.govt.nz. Or if Nurse Practitioner in training, is eligible to undertake the training required to progress to obtain registration.

In addition to the above, solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Teamwork	<ul style="list-style-type: none">• Develops constructive working relationships with other team members.• Has a friendly manner and a positive sense of humour.• Works cooperatively - willingly sharing knowledge and expertise with colleagues.• Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments.• Supports in word and action decisions that have been made by the team.• Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.
Taking Responsibility	<ul style="list-style-type: none">• Is results focused and committed to making a difference.• Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected.• Adjusts work style and approach to fit in with requirements.• Perseveres with tasks and achieves objectives despite obstacles.• Is reliable - does what one says one will.• Consistently performs tasks correctly - following set procedures and protocols.
Cultural Skills	<ul style="list-style-type: none">• Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Māori perspective as tangata whenua.• Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living.• Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work.• Accesses resources to make sure culturally appropriate and language appropriate services are provided.• Draws on consumers own cultural resources & support frameworks.
Communication and Interpersonal Skills	<ul style="list-style-type: none">• Has excellent communication and negotiation skills so that appropriate and timely clinical care can be provided in a cohesive manner from a range of services across continuum of care.• Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.• In conflict situations is able to exercise sound judgement, negotiation

Problem Solving	<p>and persuasiveness skills, toward facilitating a workable outcome.</p> <ul style="list-style-type: none"> • Uses rigorous logic and methods to solve difficult problems with effective solutions. • There will be a requirement to be able to prioritise issues and negotiate timeframes, while still providing a quality customer service. • The range of problems will be diverse and require solutions customised to meet the circumstances of the patient/family. • Probes all fruitful sources for answers. • Can see hidden problems. • Is excellent at honest analysis.
Priority Setting	<ul style="list-style-type: none"> • Spends his/her time and the time of others on what's important. • Quickly zeroes in on the critical few and puts the trivial many aside. • Can quickly sense what will help or hinder in accomplishing a goal. • Eliminates roadblocks.
Consumer Focus	<ul style="list-style-type: none"> • Is dedicated to meeting the expectations and requirements of internal and external customers. • Gets first-hand customer information and uses it for improvements in products and services. • Acts with customers in mind. • Establishes and maintains effective relationships with customers and gains their trust and respect.
Integrity & Trust	<ul style="list-style-type: none"> • Is widely trusted. • Is seen as a direct, truthful individual. • Can present the unvarnished truth in an appropriate and helpful manner. • Keeps confidences. • Admits mistakes. • Doesn't misrepresent her/himself for personal gain.
Negotiating	<ul style="list-style-type: none"> • Can negotiate skilfully in tough situations with both internal and external groups. • Can settle differences with minimum noise. • Can win concessions without damaging relationships. • Can be both direct and forceful as well as diplomatic. • Gains trust quickly of other parties to the negotiations. • Has a good sense of timing.

Other aspects of capability not covered by the above competencies

a) Knowledge and Experience:

- Evidence of advanced nursing expertise and working across care settings.
- Leadership experience and knowledge.
- Knowledge of current issues within nursing and specialty area.
- Sound knowledge and understanding of medico/legal and ethical responsibilities.
- An understanding of population health.
- Evolution of excellent communication, interpersonal and facilitation skills.
- Knowledge of clinical quality improvement strategies.

- Demonstrate an ability to access and use available clinical information systems.
- Advanced clinical assessment and management skills in define specialty patient care.

b) NP Essential Professional Qualifications / Accreditations / Registrations:

- Registration with the Nursing Council of New Zealand (NCNZ) as a Nurse Practitioner in the relevant specialist scope of nursing practice with no conditions on registration & holds current practising certificate, or eligible to undertake training required to obtain registration as Nurse Practitioner

c) Someone well-suited to the role will place a high value on the following:

- Skills in problem solving, priority setting, delegation and planning.
- The ability to communicate effectively with all levels of staff and develop relevant networks.
- The ability to work in a wide range of patient settings across the continuum of care.
- A capacity to demonstrate strong clinical leadership.
- Coordination of services to clients.
- Delivering identified outcomes.
- Measurement and monitoring.
- A strong patient care focus with strengths in sharing that information.
- High quality care for the patient/client/whanau.
- Ability to evaluate self and reflect on practice.
- The development of the nursing profession.

The MHAID 3DHB Services are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

The MHAIDS 3DHB Services are committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

Date effective: August 2021

Acceptance of the position implies acceptance of the position description.

Position Title	Nurse Practitioner/Nurse Practitioner in Training – Mental Health
Signature of Employee	
Date	

