

## Position Description

<b>Position</b>	<b>Matanga Tapuhi/Nurse Practitioner</b>
<b>Team / Service</b>	Youth Justice Community Forensic Service, Central Region Forensics & Rehabilitation Inpatient Service
<b>Directorate</b>	Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
<b>District</b>	Capital, Coast, Hutt Valley & Wairarapa districts
<b>Responsible to</b>	Team Leader
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work full time, Monday to Friday.

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

## Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical, surgical and mental health and intellectual disability services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district locations. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- 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 tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

### Hutt Valley

#### 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.

#### Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

#### Mission

Working together for health and wellbeing.

### Capital and Coast

#### Vision

Keeping our community healthy and well

#### Value

Manaakitanga – Respect, caring, kindness  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

Together, Improve the Health and Independence of the People of the District

### Wairarapa

#### Vision

"Well Wairarapa – Better health for all"

#### Value

Manaakitanga – Respect, caring, kindness  
Auaha – Solutions, responsibility, better  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

To improve, promote, and protect health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.

## District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Service Perspective

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

MHAIDS spans two districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki 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:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaui – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, 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.

## Team Perspective

The regional arm of Te Korowai-Whāriki includes the Central Regional Youth Forensic Mental Health Service which operates at the interface between Mental Health Services and the Justice System and works within the following settings – prisons, courts, and Youth Justice Facilities

Central Regional Youth Forensic Services provides a specialist mental health screening role in the courts and prisons, as well as offering advice and triage.

As well as the youth courts, in the central region there is also a youth offending unit within prison the Hawke's Bay prison, , and Te Aurere a Te Tonga, the Youth Justice Facility (for remand and sentenced youth through the Youth Court) in Palmerston North. In these facilities, the Youth Forensic Service offers screening assessments, advice and mental health follow-up. More formal advice is provided to the courts through reports under Section 333 of the Children, Young Persons & Their Families Act, 1989.

Provide a consultation/liaison service to the local youth mental health services and other agencies such as Child Youth & Family Services provide developmentally appropriate mental health and drug and alcohol services to the young people incarcerated in Youth Offender Units within the adult prisons.

## Purpose of the role

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As a nurse leader, the NP works across healthcare settings and influences mental health service delivery through research utilisation and activities to contribute to practice excellence and innovation. Mātanga Tapuhi /Nurse Practitioner will work with forensic young adult and youth (17-26 years old) community services. The primary goal is to improve access to care and enhance population health outcomes for Māori Rangatahi and Tangata Whaiora who are disproportionately represented in prison populations of Hawkes Bay and Manawatu prisons. The role encompasses clinical leadership (both clinically and professionally). The NP manages a clinical caseload autonomously and in collaborative with other health professionals to improve access to comprehensive specialist assessment.

The NP specialty is integral to the provision and ongoing development of high quality care for complex whaiora with a diverse range of mental health conditions. The NP role complements existing service provision for whaiora with mental health needs providing comprehensive assessment and treatment delivery. The NP role, informed by best evidence, provides opportunity for clinical leadership and consultation with the primary care and ARC sectors to contribute to meeting identified health priorities and looks to the future population health needs.

This advanced practice role is integral to the high-level function of the multidisciplinary team to optimise care experience and outcomes for all tangata whaiora and their whānau. The role contributes to networking with speciality nursing leadership across Health NZ.

While the role reports to the Team Leader, it is expected that the NP will have a close working relationship and professional responsibility to the Director of Nursing Mental Health Addiction and Intellectual Disability Service.

## Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
<b>1. Professional Responsibility &amp; Leadership</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates nursing leadership that positively influences Youth Justice team, nursing and health care delivery;</li> <li>▪ Collaborates and leads effectively in teams to promote optimal nursing contribution;</li> <li>▪ Clinical decision making processes consider actual and potential health needs for the population;</li> <li>▪ Leads, initiates or participates in complex clinical situations and staff debriefings;</li> <li>▪ Identify, explore and implement strategies and innovative practices that contributes positively to the populations health status and outcomes;</li> <li>▪ Considers the impact of the wider determinants of health including emerging health policy and modifies practice accordingly;</li> <li>▪ Identify practice areas of concern and collaborates to address practice and knowledge gaps;</li> <li>▪ Demonstrates skilled mentoring, coaching and teaching of health care colleagues;</li> <li>▪ Upholds the Treaty of Waitangi and cultural safety for all peoples;</li> <li>▪ Integrates effectively service and organisational values into practice and leadership activities;</li> <li>▪ Monthly reporting of activities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Activities support positive nursing contribution to health care delivery, equity and outcomes;</li> <li>▪ Achievement of relevant goals in service plan;</li> <li>▪ Recognised and accessed as an advanced nursing practice resource and authority;</li> <li>▪ Feedback on effective leadership in complex clinical care situations across settings and disciplines - feedback positively evaluates NP activities;</li> <li>▪ Models expert risk management;</li> <li>▪ Supports delivery of expert care within resource constrained environments adapting and optimising approach when applicable;</li> <li>▪ to improve health outcomes;</li> <li>▪ Feedback from clinicians from Health NZ as well as ARC, primary and;</li> <li>▪ community providers;</li> <li>▪ Role models working effectively with Māori peoples' advocating for equity;</li> <li>▪ Identifies systems improvements;</li> <li>▪ Input to relevant service, regional and national submissions;</li> <li>▪ Reports provided on time.</li> </ul>



## 2. Clinical Expertise & Nursing Care Management

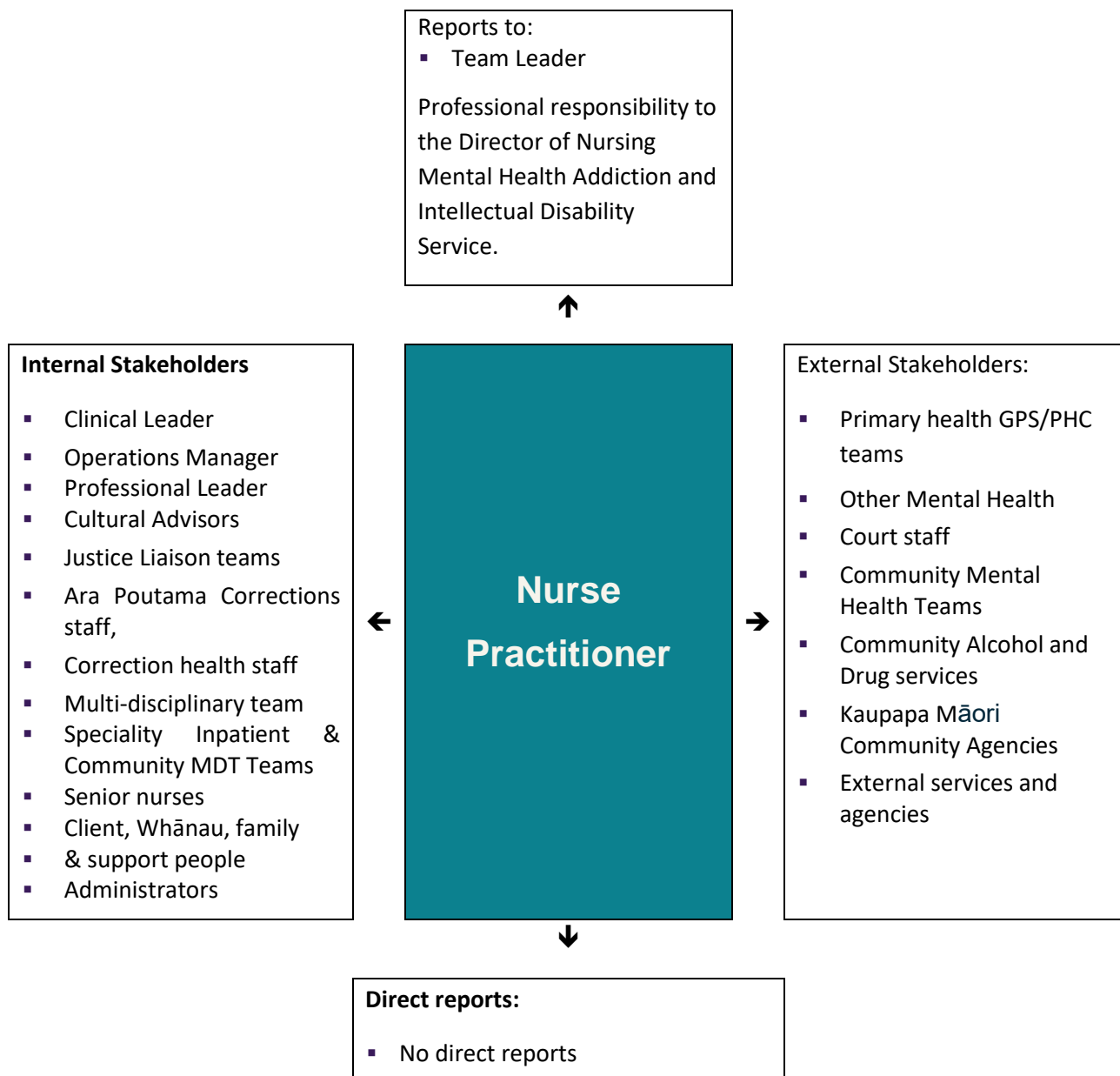
- Role models and leads advanced;
- Nursing practice characterised by critical thinking, evidence based clinical knowledge for forensic young adult and youth within prison populations.
- Demonstrates best practice;
- through advanced comprehensive health assessment skills and diagnostic decision making;
- Demonstrates accountability for autonomous, interdependent and collaborative practice in relation to Tāngata Whai ora care across services;
- Comprehensive assessment is;
- underpinned by pathophysiology and pharmacology knowledge to support sound clinical reasoning, investigations and plan of care;
- Use advanced holistic clinical assessment skills to implement and evaluates treatment and care outcomes;
- Prescribing practice supports;
- advanced clinical assessment skills, and is in line with policies and protocols and regulatory frameworks;
- Prescribing practice review including adverse drug reaction (ADR) management and situations of misuse reflects best practice;
- Communicates effectively with patients/ Tāngata Whai ora, family/whanau and members of MDT across services;
- Utilises clinical reasoning to form sound professional judgements in practice and consults as required;
- Consistently involves family/whanau in decision making processes aimed at supporting their management strategies.
- Models expert advanced nursing practice skills and knowledge;
- Supports expert care delivery within resource constrained environments adapting and optimising approach when applicable to improve health outcomes;
- Demonstrates effective clinical case load management;
- Case load is responsive to role development, expertise/experience and service changing priorities;
- Consistently uses appropriate tests and investigations based upon the clinical status and goals of care;
- Effectively evaluates patient's / tāngata Whai ora response to interventions;
- Consultancy advice, direction and case management effectively provided;
- Recognised practice expertise that is based on the synthesis of theory and practice knowledge from nursing and other disciplines;
- Case review with SMO confirms safe prescribing and timely referral and consultation when an issue is outside level of expertise/experience;
- Participates in case and peer review;
- Feedback from tāngata whaiora and whānau members;
- Health care professional feedback affirms timely communication and management when addressing identified care issues.

<b>3. Interpersonal, interprofessional practice and quality improvement</b>	<ul style="list-style-type: none"> <li>▪ Critically reflects on own and colleagues' practice to identify and support practice development and improvement;</li> <li>▪ Works with staff to continuously improve nursing practice and population outcomes e.g. targeted project, audit and research activities;</li> <li>▪ Fosters collaboration between the interdisciplinary team to support seamless quality patient care and family/whanau experience;</li> <li>▪ Actively involved in quality assurance activities that drive safe quality care;</li> <li>▪ Demonstrates responsibility for quality of health care, risk management and effective resource utilisation;</li> <li>▪ Contributes to increasing practice expertise including staff learning from reportable events;</li> <li>▪ Anticipate and manage clinical risk across settings;</li> <li>▪ Influences procurement decisions and allocation of resources informed by evidence and;</li> <li>▪ delivery of safe quality care with dignity;</li> <li>▪ Clinical release time used effectively for teaching and or quality initiatives, research or audit activities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continuously improves care processes by using evidence and practice experience from to improve patient care outcomes across services;</li> <li>▪ Champions high care standards and contributes to clinical standards, guidelines, protocols, policies development and review;</li> <li>▪ Effectively communicates practice improvement through leadership at a local, regional and national level (i.e. submissions, presentations, meeting forums);</li> <li>▪ Contribution valued in practice review and quality improvement activities;</li> <li>▪ Engagement in review of reportable events and complaints which are addressed sensitively with risk minimisation evidence in action plans;</li> <li>▪ Monthly reports document evidence of professional and clinical contribution;</li> <li>▪ Strategic input into service education plan and quality practice development activities.</li> </ul>
<b>4. Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Maintain the NCNZ requirements for NP scope of practice registration (e.g. 3 yearly continuing competence requirements);</li> <li>▪ Annual performance review;</li> <li>▪ On-going role development opportunities sought;</li> <li>▪ Networks and participates in advanced practice forums as applicable;</li> <li>▪ Participates in regular formal professional supervision;</li> </ul>	<ul style="list-style-type: none"> <li>▪ NP Registration continuing competence requirements met;</li> <li>▪ Meets career and development plan and updates as applicable;</li> <li>▪ Professional supervision record;</li> <li>▪ Learning contribution evident following conferences attendance and or presentations at national and international events;</li> <li>▪ Contribution to workforce education, advanced practice</li> </ul>



	<ul style="list-style-type: none"> <li>Keeps up to date with current research and developments through annual national &amp;/or international conference participation;</li> <li>Identifies and participates in research and applicable improvement movement projects.</li> </ul>	<p>forums, NP meetings, improvement projects, conferences;</p> <ul style="list-style-type: none"> <li>Contribution at local, regional and national advanced practice level;</li> <li>Research and quality practice development project activities/reports.</li> </ul>
<b>5. Occupational Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>Complies with responsibilities under the Health &amp; Safety at Work Act 2015;</li> <li>Actively manages risk.</li> </ul>	<ul style="list-style-type: none"> <li>Has read and understood the Health &amp; Safety policy and procedures;</li> <li>Actively supports and complies with Health &amp; Safety policy and procedures;</li> <li>Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.</li> </ul>

## Key Relationships & Authorities



## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
<b>Communication &amp; Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>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;</li> <li>Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner;</li> <li>In conflict situations is able to exercise sound judgement, negotiation and persuasiveness skills, toward facilitating a workable outcome</li> </ul>
<b>Problem solving</b>	<ul style="list-style-type: none"> <li>Uses rigorous logic and methods to solve difficult problems with effective solutions;</li> <li>There will be a requirement to be able to prioritise issues;</li> <li>and negotiate time frames, while still providing a quality;</li> <li>customer service;</li> <li>The range of problems will be diverse and require;</li> <li>solutions customised to meet the circumstances of the;</li> <li>patient/family;</li> <li>Probes all fruitful sources for answers;</li> <li>Can see hidden problems;</li> <li>Is excellent at honest analysis.</li> </ul>
<b>Priority setting</b>	<ul style="list-style-type: none"> <li>Spends his/her time and the time of others on what's;</li> <li>Important;</li> <li>Quickly zeroes in on the critical few and puts the trivial;</li> <li>many aside;</li> <li>Can quickly sense what will help or hinder in;</li> <li>accomplishing a goal;</li> <li>Eliminates roadblocks;</li> <li>Creates focus.</li> </ul>
<b>Customer Focus</b>	<ul style="list-style-type: none"> <li>Is dedicated to meeting the expectations and requirements of internal and external customers;</li> <li>Gets first-hand customer information and uses it for improvements in products and services;</li> <li>Acts with customers in mind;</li> <li>Establishes and maintains effective relationships with;</li> <li>Customers and gains their trust and respect.</li> </ul>
<b>Integrity and trust</b>	<ul style="list-style-type: none"> <li>Is widely trusted;</li> <li>Is seen as a direct, truthful individual;</li> <li>Can present the unvarnished truth in an appropriate and helpful manner;</li> <li>Keeps confidences;</li> <li>Admits mistakes;</li> <li>Doesn't misrepresent her/himself for personal gain.</li> </ul>

<b>Negotiating</b>	<ul style="list-style-type: none"> <li>Can negotiate skilfully in tough situations with both internal and external groups;</li> <li>Can settle differences with minimum noise;</li> <li>Can win concessions without damaging relationships;</li> <li>Can be both direct and forceful as well as diplomatic;</li> <li>Gains trust quickly of other parties to the negotiations;</li> <li>Has a good sense of timing.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>Develops constructive working relationships with other team members;</li> <li>Has a friendly manner and a positive sense of humour;</li> <li>Works cooperatively - willingly shares knowledge and expertise with colleagues;</li> <li>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;</li> <li>Supports in word and action decisions that have been made by the team;</li> <li>Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.</li> </ul>
<b>Taking responsibility</b>	<ul style="list-style-type: none"> <li>Is results focussed and committed to making a difference;</li> <li>Plans and organises work, allocating time to priority;</li> <li>issues, meeting deadlines and coping with the unexpected;</li> <li>Adjusts work style and approach to fit in with requirements;</li> <li>Perseveres with tasks and achieves objectives despite obstacles;</li> <li>Is reliable - does what one says one will;</li> <li>Consistently performs tasks correctly - following set procedures and protocols.</li> </ul>
<b>Cultural Skills</b>	<ul style="list-style-type: none"> <li>Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Maori perspective as tangata whenua;</li> <li>Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living;</li> <li>Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work;</li> <li>Accesses resources to make sure culturally appropriate and language appropriate services are provided;</li> <li>Draws on a client's own cultural resources and support frameworks.</li> </ul>

## Experience and Capability

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### Essential qualifications, skills and experience

#### A. Knowledge, Skills & Experience:

- Area of practice aligning to Forensic Mental Health;
- Clinical Masters including NP required practicums;
- NP Registration with the Nursing Council of New Zealand (NCNZ);
- Current NZ Driver's License.

#### B. Essential Professional Qualifications / Accreditations / Registrations:

- 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.

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**Ma tini, ma mano, ka rapa te whai**  
**By joining together we will succeed**

Te Whatu Ora is 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 Māori cultural practices.

We 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.