

## Position Description

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<b>Position</b>	Specialist Clinical Nurse
<b>Team / Service</b>	Co Response Team
<b>Directorate</b>	Mental Health, Addiction, and Intellectual Disability
<b>District</b>	Capital, Coast & Hutt Valley, and 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 across multiple locations within the Wellington region. From time to time as part of Variance Response you may be required to work in other areas.

## Te Whatu Ora

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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

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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 and surgical hospital 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.

Most of the 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 (Mental Health, Addiction & Intellectual Disability Service) is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

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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

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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.

#### Mission

Working together for health and wellbeing.

#### 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

### Capital and Coast

#### Vision

Keeping our community healthy and well

#### Mission

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

#### Value

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

## District Responsibility

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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.

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.

## Service Perspective

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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

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The Co-Response Team (CRT) is an interagency team made up of a Police Officer, Paramedic and Mental Health Care Practitioners (HCP) who work together to provide a coordinated and responsive service to people contacting emergency services who are experiencing mental health distress. The team engages with services to better meet the client's needs in the community, and works in a way that puts the client at the centre of decision-making.

Having a Police Officer, Paramedic and Mental Health Professional attend a mental health emergency event provides a better service to the person and greatly reduce transports to emergency departments and the use of arbitrary police mental health powers.

## Purpose of the role

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The RN will provide triage (following assessment and formulation of the situation) and advice to other areas of the police and ambulance service who may also be attending a police officer call out.

The RN will work alongside local mental health services in developing service wide response plans that will enable other agencies to be informed how best to support and individual and their support persons when they contact emergency services.

The RN will respond to the changing needs of the DHB, performing other tasks as required. The RN is expected to contribute to the implementation of District and nursing goals and values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a center of excellence for nursing practice.

## Key Accountabilities

The following accountabilities derive from competencies outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

In this Role Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

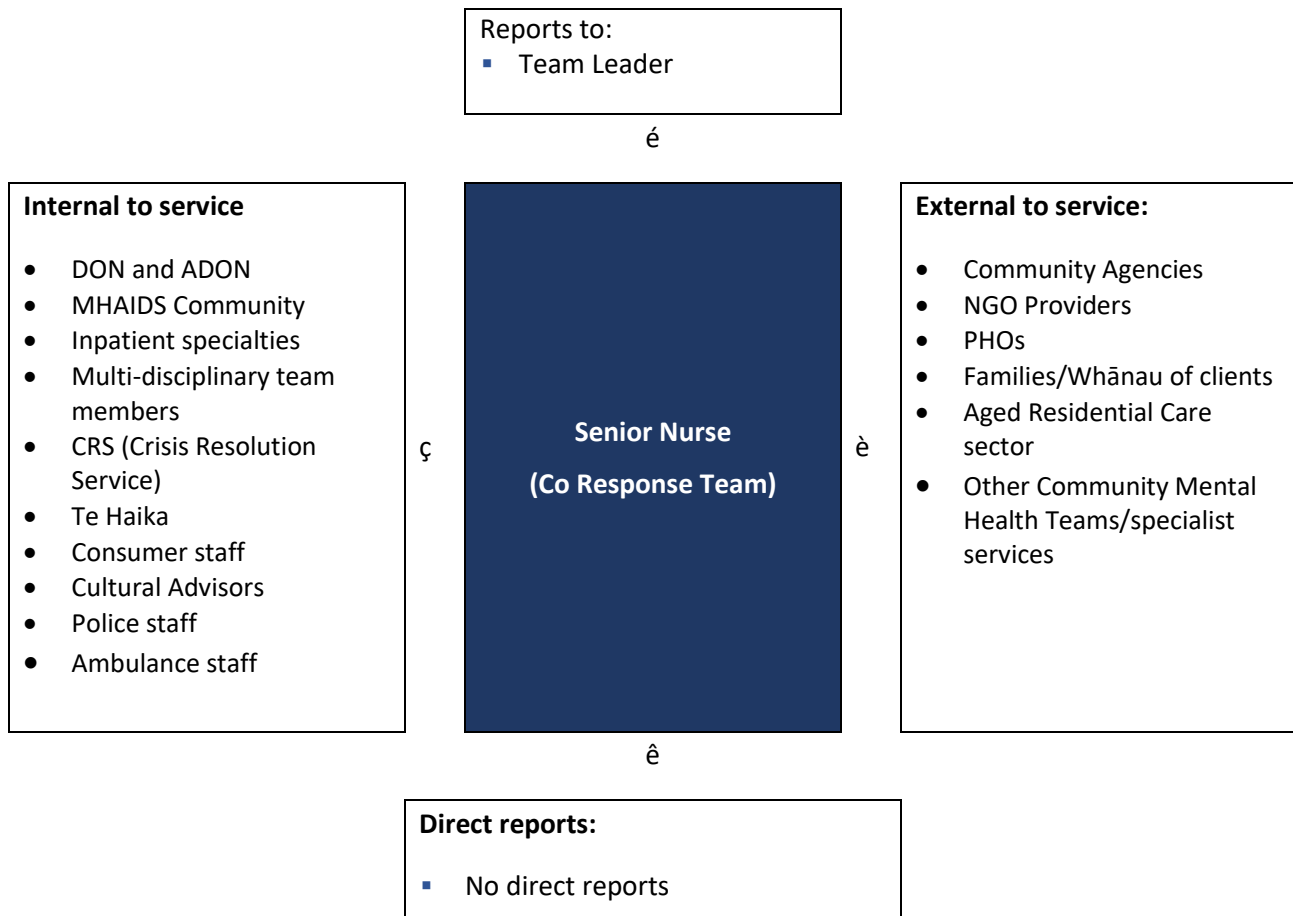
Competency	Behaviours
<b>Domain One:</b> <b>Professional responsibilities</b> Includes accountabilities for professional, legal, ethical responsibilities and culturally safety. These includes being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises patient safety, independence, quality of life and health.	<ul style="list-style-type: none"> <li>Accepts responsibility for ensuring that their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements;</li> <li>Demonstrates the ability to apply the principles of Te Tiriti O Waitangi   The Treaty of Waitangi to nursing practice;</li> <li>Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses, nurse assistants and others;</li> <li>Promotes an environment that enables safety, independence, quality of life, and health for the person and whānau receiving care;</li> <li>Practices nursing in a manner that the person and whānau determine as being culturally safe.</li> </ul>
<b>Domain Two:</b> <b>Management of nursing care</b> Includes accountabilities related to assessment and managing patient care, which is responsive to the person and whānau needs, and which is supported by nursing knowledge and evidenced based research <ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>Responds to emergency calls where there is a moderate level of mental health related incidents</li> <li>Provides high quality mental health assessments, completing appropriate Te Ara Oranga documentation, including Intake Triage, risk and co-response crisis management plan to be given to client/whanau</li> <li>Creates a multi-agency management plan for high needs service users.</li> <li>Demonstrate a high level of clinical skill and knowledge in the provision of co-response crisis management</li> <li>Able to work as a sole MH clinician in amongst a team consisting of ambulance and police staff</li> <li>Able to provide quality advice regarding complex clinical issues</li> <li>Responsive to demand</li> </ul>

Competency	Behaviours
	<ul style="list-style-type: none"> <li>Provides and coordinates a rapid pathway into Mental Health Services or other agencies as appropriate to meet the needs of the client</li> <li>Develops documented and agreed care plan with client</li> <li>Provides sound advice to MH services, police staff or ambulance staff on MH related work</li> </ul>
<b>Domain Three: Interpersonal relationships</b> Includes accountabilities related to interpersonal and therapeutic communication with people and whānau, other nursing staff and inter-professional communication and documentation	<ul style="list-style-type: none"> <li>Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing, counselling skills, and establishing rapport and trust.</li> <li>Communicates effectively with the team, including using a variety of effective communication techniques, employing appropriate language to context, and providing adequate time for discussion.</li> </ul>
<b>Domain Four: Interprofessional health care and quality improvement</b> Includes accountability that as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team	<ul style="list-style-type: none"> <li>Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care;</li> <li>Recognises and values the roles and skills of all members of the health care team in the delivery of care;</li> <li>Participates in quality improvement activities to monitor and improve standards of nursing.</li> </ul>
<b>Service Planning</b> Actively participate in the service planning and development of the co-response team	<ul style="list-style-type: none"> <li>Provides expert input and contributes to local and regional training. Also contributes to team development and planning, as appropriate.</li> <li>Client related documentation is developed and maintained.</li> <li>All documentation is complete and accurate.</li> <li>All parties are kept appropriately informed about a service user's treatment.</li> </ul>
<b>Cultural Effectiveness</b> Work with all service users in a manner relevant and appropriate to their culture.	<ul style="list-style-type: none"> <li>Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures.</li> <li>Ensure that the principles of Te Tiriti O Waitangi are adhered to in addressing work responsibilities.</li> <li>Attend training and workshops related to improving services for Māori and Pacific people.</li> <li>Seek appropriate cultural supervision when necessary to provide a responsive service.</li> </ul>
<b>Quality and Risk</b> Actively contribute to CRT activities both within the service and with agencies that form part of the co-response team	<ul style="list-style-type: none"> <li>Ensure that key processes and pathways of the teams that form part of the co response team are learnt to ensure adequate support is given to those in the team</li> <li>Ensure knowledge beyond the boundaries of current knowledge is learnt</li> <li>Complies with standards and works to improve service user satisfaction.</li> </ul>
<b>Risk Minimisation</b>	<ul style="list-style-type: none"> <li>Identifies risk and notifies team leader</li> </ul>

Competency	Behaviours
Actively contributes to risk minimisation activities within the service.	<ul style="list-style-type: none"> <li>• Participates in service's risk minimisation activities</li> <li>• Complies with DHB Reportable Events policy and other policies and procedures</li> <li>• Participates in audits and works to update service user files</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Maintenance of annual practising certificate</li> <li>▪ Participation in postgraduate/advanced study</li> <li>▪ Achievement and maintenance of Senior PDRP</li> <li>▪ Minimum monthly supervision attendance</li> </ul>
<b>Health and Safety</b> Complies with responsibilities under the Health & Safety at Work Act 2015	<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

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## Capability Profile

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



Competency	Behaviours
<b>Team work</b>	<ul style="list-style-type: none"> <li>Collaborates with fellow team members and work groups to achieve service objectives</li> <li>Seeks out opportunities to support others in achieving goals</li> <li>Recognises and respects individual differences</li> <li>Actively contributes to and accepts consensus decisions</li> </ul>
<b>Commitment to Kawa Whakaruruhau</b>	<ul style="list-style-type: none"> <li>Demonstrates understanding and application of the principles of Te Tiriti O Waitangi   Treaty of Waitangi in nursing practice</li> <li>Works towards achieving equitable health outcomes for Māori</li> <li>Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care</li> <li>Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity</li> <li>Supports the expression of hauora Māori models of care and mātauranga Māori</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>Commits to helping all of our people to achieve equitable health outcomes</li> <li>Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery</li> <li>Supports the dismantling of policies, procedures and practices that cause inequity</li> <li>Supports Māori-led responses</li> <li>Supports Pacific-led responses</li> <li>Supports Disability-focused responses</li> </ul>
<b>Self-Management</b>	<ul style="list-style-type: none"> <li>Sets high personal standards and strives to achieve goals</li> <li>Is proactive and displays initiative</li> <li>Is resilient and able to adapt to change</li> <li>Understands and acknowledges personal and professional limitations</li> <li>Ability to work to deadlines to achieve outcomes</li> </ul>
<b>Communication/Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>Demonstrates compassion</li> <li>Empathises with others and considers their needs and feelings</li> <li>Actively listens, drawing out information and checking understanding</li> <li>Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference</li> </ul>
<b>Professionalism</b>	<ul style="list-style-type: none"> <li>Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct.</li> <li>Is aware of professional boundaries</li> <li>Shows courtesy, respect, caring for people and their whānau in all aspects of nursing practice</li> </ul>
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>Ability to flex within the scope of Registered Nurse practice to meet the changing needs of people and their whānau and the population</li> <li>Responds positively and collegially, to requests for help from other team members</li> </ul>

## Experience and Capability

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### **Essential Professional Qualifications / Accreditations / Registrations skills and experience:**

- Registration with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Completion of an undergraduate (leading to registration) or post graduate program in mental health or intellectual disability nursing.
- Minimum of five years' experience in Mental Health, Addiction, or Intellectual Disability nursing, preferably with experience in acute or crisis response settings
- Expert (or equivalent) on PDRP (Professional Development Recognition Program), and a personal commitment to on-going learning and development including attainment/maintenance of Senior PDRP
- Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in the nursing role
- A commitment to achieving equitable outcomes for Māori
- Knowledge of national and local reviews/policies/strategies that inform the direction of mental health, addiction, and intellectual disability services
- Knowledge of contemporary nursing practice including assessing, formulating and providing nursing diagnosis to inform planning with people experiencing coexisting mental health and addictions issues
- Proven experience in provision of interventions for clients with trauma histories.
- Knowledge and understanding of the relevant legislation, standards, and guidelines
- Can use Microsoft Office suite (eg Word and Excel)
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required
- Clean and current full class 1 New Zealand driver's licence

### **Someone well-suited to the role will place a high value on the following**

- Commitment to Te Tiriti o Waitangi
- Living the District values
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

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