



West Coast District Health Board
Te Poari Hauora a Rohe o Tai Poutini

POSITION DESCRIPTION

New Graduate Programme MHS

Department:	Acute In-Patient
Location:	Greymouth
Senior Manager:	Director of Nursing and Midwifery GM MHS / Ops Manager MHS
Reporting to:	Clinical Nurse Manager IPU / CM Grey CMH
Working Relationships:	Associate Director of Nursing MHS Managers of CMH & CAMHS services Clinical Nurse Educator Clinical Nurse Specialist Community Mental Health Nurses In-patient nursing team Duty Managers Members of multidisciplinary team and other health professionals within ward/department.
	External Tertiary staff delivering academic programme Nursing students

Purpose

The new graduate nursing programme in mental health provides nurses new to the mental health setting, the education and support to develop the skills and confidence needed to work effectively as a specialist Mental Health Nurse. During the new graduate year, the nurse will undertake the Entry to Specialist Mental Health Nursing Programme, and is expected to complete the PG Certificate in Health Science (MH Nursing). WCDHB staff undertake this programme jointly with CDHB staff.

The new graduate nurse will work rostered duties on a 4 and 2 rotation (37hrs per week) when working in the inpatient unit and Monday-Friday in the community (40hrs per week). They will be expected to attend block study courses in Christchurch each month and complete PDRP requirements for Level 2 by the completion of the first year in practice.

At completion of the year the NG RN will be able to meet all the position objectives for the RN position in mental health.

OBJECTIVES

Objectives

To ensure the delivery of quality mental health nursing care to individuals admitted to WCDHB inpatient services

Undertaken all components of care delivery and management including comprehensive psychiatric assessment, risk assessment and risk management, treatment planning and delivery of therapeutic interventions in a culturally appropriate manner

Evaluate and monitor the person's response to treatment, adapting the treatment and recovery plan as required.

Work collaborative with the community Case Manager to ensure discharge needs are identified and addressed in a timely manner

To ensure regular reviews of each individual's are undertaken in the necessary timeframes

Maintains clinical documentation in a timely fashion, that meets minimum standards

Promotes the clients safety and independence; ensuring that care is delivered in a culturally appropriate manner.

To engage in effective treatment planning, and delivery, collaboratively with the individual client

Treatment and recovery plans are developed collaboratively with the client, and are appropriately focused on care needs

Treatment is based on best practice guidelines and is evidenced based.

Evidence based interventions are undertaken in a planned and progressive manner

Relapse prevention and relapse management strategies are incorporated into the treatment and recovery plan

The effectiveness of intervention is reviewed with the client and wider team

Ensure that client centered care provided clearly involves the clients family/significant others.

Clinical consultation is sought and coordinated to assure the highest standard of care.

Engages in effective psycho-education with clients and their families, includes education of the potential side effects of psychotropic medication

To meet professional requirements for role

Maintains own competency for RN scope of practice and maintains currency of registration

Completes Level 2 PDRP requirements by the completion of the NG programme

Accepts responsibility for ensuring that his/her nursing practice, and conduct, meet the required standard for practice.

Maintains and extends professional knowledge base and clinical skill

Seeks clinical supervision in accordance with WCDHB policy and procedures

Participates in a performance reviews, identifying own performance goals for the next year

Participates in and contributes to service based professional development activities

Contributes to the cohesiveness and efficiency of the Multidisciplinary Team.

Engages with and supports student learning

Works effectively to maintain peer and inter-professional relationships

Complies with legislative requirements

Ensures MHA reviews of clients, on the case load, are undertaken in a timely fashion

Maintains professional boundaries

Meets requirements of the Health Information and Privacy Code, NCNZ Code of Conduct, NCNZ

Competencies for RNs, Health and Disability Act., Medicines Act, Hospitals Act

Understands reporting requirements under the HCPA Act and acts to notify the Clinical Nurse Manager or ADoN of concerns that may arise regarding own practice or the practice of others.
Participates in service initiatives designed to meet MoH requirements ie Minimisation of restraint and seclusion

Health and Safety

The RN will be responsible for their own safety and will ensure that no action or inaction on their part will cause harm to any other person
The RN nurse will abide by the WCDHB's Health and Safety Plan and will participate in planned development and health and safety training as appropriate. They will bring health and safety issues to the attention of the Clinical Nurse Manager in a timely fashion.

Quality Standards

It is expected that the RN will actively participated in the development of quality activities, and in the incorporation of quality initiatives at a practice level.

QUALIFICATIONS, SKILLS AND EXPERIENCE

Required

Registered nurse, new to the mental health practice setting
Current Annual Practicing Certificate (NCNZ)
Current NZ Driver's Licence (Manual car at minimum)
Computer literacy (keyboard skills, data base, stats etc)
Proven communication skills, a critical thinker
Demonstrated understanding of and the application in practice of the principles of the Treaty of Waitangi, biculturalism and cultural safety
Display a commitment to ongoing professional development
Academically capable of completing PG Certificate in first year of practice

Desirable

Good working knowledge of West Coast community resources

Personal Attributes

Excellent communication and conflict resolutions skills
Accepts accountability and responsibility for own actions
Ability to establish and maintain inter-professional relationship
Displays a high degree of confidence, assertiveness and motivation
Professional level of self presentation
Ability to work under pressure and meet deadlines
A team player

This job description gives a general outline of the duties and is not intended to be an inflexible or finite list of duties. It may therefore be amended from time to time. The RN works under the direction of the Clinical Nurse Manager and will undertake additional duties as directed.

Signed on behalf of West Coast District Health Board

I accept the terms and conditions as outlined in this Position Description

Title:

RN Mental health Services

Date _____

Date

Name

Name

Position

Job Title

West Coast District Health Board

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