

JOB DESCRIPTION

Inpatient Detoxification Service Registered Nurse: Mental Health and Addiction Services.

Position Title:	Inpatient Detoxification Registered Nurse
Organisation Unit:	Kaipara Community Mental Health and Addiction Services.
Location:	Inpatient Detoxification Service, Dargaville Hospital
Responsible to:	Inpatient Detoxification Services Clinical Nurse Manager / Dargaville Hospital Operations Manager, Northland District Health Board
Primary Functions of the Position:	<p>To provide client focused, safe and effective inpatient Detoxification services.</p> <p>To provide nursing care which is safe and of the highest possible quality, in accordance with standards of practice and the Mental Health and Addiction Services policies and procedures.</p> <p>To provide nursing care using knowledge and skills from researched based nursing theory, physical and behavioural science.</p> <p>To practice Mental Health and Addiction Nursing at a level which meets or exceeds established professional and organisation standards, clinical practice guidelines, policies and procedures.</p> <p>To provide Mental Health and Addiction Nursing services as an active, supportive and collaborative member of the multidisciplinary team.</p> <p>To maintain professional development activities and to support the professional development of colleagues.</p> <p>To consult / advise other health clinicians regarding community / home detoxification and follow up care.</p> <p>To contribute to the ongoing improvement of the service and nursing by participating in the development and delivery of quality enhancement initiatives aim at improving service outcomes.</p>



Functional Relationships

The Inpatient Detoxification Registered Nurse will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Clinical Nurse Manager • Operations Manager • General Manager • Members of the multidisciplinary team • Takawaenga • Medical staff • Hospital staff • Clinical Director • AOD Practitioners • Consumer advisors • Professional Leaders 	<ul style="list-style-type: none"> • Regional/National AOD services • NGOs • Primary health care providers, • Professional bodies and associations • Health and social support agencies

Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with NDHB:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Mental Health and Addiction Nursing Practice
- Professional Development
- Continuous Quality Improvement
- Health and Safety
- Privacy & Confidentiality



The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
<i>Te Tiriti o Waitangi</i>	<ul style="list-style-type: none">• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner• Attend the Northland District Health Board Te Tiriti o Waitangi Training



Key Responsibility Area	Expected Outcomes
<p><i>Mental Health and Addiction Nursing Practice:</i></p> <p>Provides nursing care – assessment, treatment planning/intervention and evaluation - using knowledge and skills from nursing theory and social science, addiction or counseling theory and physical/behavioral science.</p> <p>Communicates clearly. Interacts effectively with health care consumers, significant others and health team members within and outside the Unit.</p>	<ul style="list-style-type: none"> • Demonstrate skill in withdrawal/maintenance/stabilization interventions, treatment planning and AOD treatment models. • Assess level of client's need for medical / social detoxification and medication management. • Assesses clients from a holistic health perspective and plan appropriate interventions for care. • Assesses and evaluates possible risk factors on an on-going base through out the clients care and initiates appropriate interventions as required. • Initiate and co-ordinate appropriate action in emergencies. • Incorporate a multi disciplinary approach and ensures consumer/whanau/significant other involvement in planning and decision-making. • Demonstrate competent clinical/ observational skills. • Assist in planning for discharge and relapse prevention using developed understanding of community resources and family/ whanau/social support systems. • Evaluate consumer responses to care planned and given and makes adjustments as necessary • Develop, maintain and conclude therapeutic relationships with consumers. • Demonstrate knowledge of and implement bicultural health care. • To be conversant with NDHB policies and procedures. • Provides guidance to other staff in interactions with consumers. • As a key worker, facilitate discussion between the consumer, whanau/significant others and the health care team. • Participate in multi disciplinary case conferences. • Facilitate discussion on options and choices of interventions/treatments with consumers. • Direct and Delegate tasks from the treatment plan to Enrolled Nurses and non-clinical staff appropriately to ensure safe delivery of care. • Facilitate, evaluate and improve group education sessions • Provide on-going health education to clients. • Attend meetings as directed by Clinical Nurse Manager



Key Responsibility Area	Expected Outcomes
Professional Development	<ul style="list-style-type: none"> • Regularly meets, individually or in groups, with the Clinical Supervisor, Clinical Nurse Manager and/or Team Manager to discuss professional and practice issues, improvements or concerns. • Prepares strategies for the implementation of an individual performance development plan to maintain and extend nursing knowledge and skills, which is regularly reviewed. • Maintains and demonstrates currency of knowledge in Mental Health and Addiction Nursing and developments in mental health practices. • Supervises students as per Organisation's agreements with educational facilities. Directs and Delegates care by Enrolled Nurses and non-clinical staff appropriately to ensure safe delivery of service as required. • Undertakes performance appraisal with the Team Manager at least annually ensuring professional development goal / plan is in place, practice meets NCNZ competencies for registered nurses and job descriptions expected outcomes. • Commitment to development of AOD competencies • Utilises practice improvement and support mechanisms available, such as clinical supervision, peer review and debriefing. • Develops professional portfolio in line with the Organisations Nursing Professional Development and Recognition Programme (PDRP).
Continuous Quality Improvement	<ul style="list-style-type: none"> • Contributes to quality initiatives. Negotiates professional development plan with Manager. • Attends regular supervision. • Understands and complies with relevant legislation governing practice, legal mandates and responsibilities, professional standards of practice (competencies), clients' rights and confidentiality; • Attends meetings which relate to the improvement of service quality, communication and the care of clients on their caseload. • Demonstrates a commitment to quality improvements, risk management and resource utilisation by: <ul style="list-style-type: none"> a) Participating in the development of strategic and operational plans b) Contributing to projects that enhance the clinical implementation of evidence-based practice c) Acting to identify and minimise risk to the client and organisation d) Complying with systems that assist with the identification of and corrective action due to accidents, incidents, and complaints from clients, families, public and/or staff.



Key Responsibility Area	Expected Outcomes
Health & Safety	<ul style="list-style-type: none"> • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Northland DHB's Privacy Policies and Procedures • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.



Person Specification

Education and Qualifications

Essential

- Registered Comprehensive or Psychiatric Nurse
- Current New Zealand Practicing Certificate
- Current clean Drivers Licence (Private Motor Car)
- Effective written, oral and interpersonal communication skills
- Demonstrated commitment to continuing personal and professional development

Desirable

- AOD/Dual diagnosis post graduate level training.
- Recovery training such as Strengths Model.
- Comfortable with the concepts and utilization of talking therapies such as Cognitive Behavioral therapy, Dialectic Therapy or Narrative Therapy.
- Familiar with Harm Reduction and Relapse Prevention strategies

Experience

Essential

- Knowledge of mental health and Addiction nursing theory, practice, legal boundaries and ethical concerns
- Experience in acute AOD and/or community mental health service
- The ability to complete comprehensive assessments and relapse-prevention plans.
- Commitment to meaningful client participation in the delivery of mental health and addiction services
- Demonstrated ability to work productively in a multidisciplinary team environment
- Understanding of and commitment to Te Tiriti o Waitangi and the practice of cultural safety in health care
- Knowledge and/or experience of working with clients with co-existing substance use and mental health or physical health disorders

Desirable

- The ability to facilitate or co-facilitate group therapy for consumers or family.
- Counseling and/or Group facilitation skills
- Design and implementation of psycho educational interventions
- Knowledge and experience of medical detoxification

Awareness and Understanding of

Essential

- Te Tiriti o Waitangi and its application to the health setting
- Privacy Act (2020) and Health Information Privacy Code (2020)
- Health and Safety at Work Act (2015)

Desirable

- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- New Zealand Council of Healthcare Standards



Skills & Personal Attributes

Skills

- Open and engaging communication style.
- The ability to reflect on practice.
- To be a proactive and positive team member.

Personal Attributes

- Self-motivated.
- Non-judgmental.
- Reliable

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title:

Signature of employee:

Date:

