

# REGISTERED NURSE

## (Oranga Hinengaro Residential & Community Support)

- Te Whare Mahana
- Tira Motuhake



Responsible to:	Senior Residential Nurse (SRN) Oranga Hinengaro Senior Clinical Team Leader
Team:	Oranga Hinengaro Te Whare Mahana and Tira Motuhake Support Service
Service:	Service Delivery
Location:	<ul style="list-style-type: none"> <li>▪ Te Whare Mahana (based in Waitara)</li> <li>▪ Tira Motuhake (based at Maru Wehi Hauora Complex New Plymouth)</li> </ul>
Directly Supervising:	RN on Duty will supervise Recovery Support Workers
Functional Relationships:	Senior Registered Nurse Recovery Support Workers (RSWs) Service Delivery Teams Tui Ora kaimahi Whānau Whaiora Community Groups TDHB Mental Health Services Senior Leadership Team
Committees:	As required

### POSITION SUMMARY:

The Registered Nurse (RN) will provide Oranga Hinengaro clinical support for Whānau Whaiora to achieve their goals and recovery while in Te Whare Mahana (Waitara) and/or Tira Motuhake (community).

The RN on Duty (RNOD) will provide clinical oversight, supervision and coaching to RSWs to build a culture of accountability, with all kaimahi engaged and supporting Whānau Whaiora to achieve their goals and recovery.

The Oranga Hinengaro Te Whare Mahana and Tira Motuhake are 24 hours, seven days per week support services and will deliver services that will contribute to Whānau Ora outcomes.

**The RN will be part of an 'on call' roster. Should a situation arise where a Recovery Support Worker (RSW) requires clinical support at Te Whare Mahana and/or Tira Motuhake, the RN will be contactable/available between the period of 22:45 to 07:00 to provide assistance.**

### REPORTING RELATIONSHIPS

Tui Ora Manager(s) / Team Leader(s)

All kaimahi members will manifest through their everyday work *Ngā Ūara: Principles* across all internal and external stakeholder interactions:

<p><b>Wairuatanga</b></p> <p>The expression of the intimate spiritual connection we have to our maunga, awa, moana, marae, tūpuna and atua. Must be maintained and nourished to help achieve wellbeing. Fundamental to the way in which we view the world.</p>	<p><b>Whanaungatanga</b></p> <p>The ability to form a connection with each other through sharing experiences and being open. To understand who we are and where we come from. A way of acknowledging our uniqueness and the strength that comes from working as a group.</p>
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<p><b>Kotahitanga</b> The message of unity, oneness and harmony. This principle reflects the emerging spirit of sharing and embracing each other.</p>	<p><b>Tino Rangatiratanga</b> Being and having control, oversight and responsibility for ones' actions. Inspires us to a sense of self determination.</p>
<p><b>Manaakitanga</b> The nurturing of relationships. Encouraging us to rise above personal attitudes and feelings while respecting and creating self-worth in others. Building unity through humility and the act of giving.</p>	<p><b>Tikanga O Tui Ora</b> A guide to the way in which we unite as an organisation. Our responsibility to provide care under the auspices of tō tātou maunga.</p>

Key Result Area	Expected Result
<p><b>Te Whare Mahana: Working with Whānau and Tira Motuhake: Working with Whānau in community placements</b></p> <p><i>Whānau Whaiora have developed a plan to achieve goals in all priority outcome areas 1 to 6.</i></p>	<p>The service to Whānau Whaiora will include priority outcome areas 1 - 6:</p> <ol style="list-style-type: none"> <li><b>1. Whānau Whaiora are self-managing and empowered leaders</b> <ul style="list-style-type: none"> <li>– Support Whānau Whaiora with making their own decisions, caring for their own people, and supplying for their own needs</li> <li>– Provide opportunities for Whānau Whaiora to become knowledgeable about their own communities, can access those goods and services necessary for ongoing development</li> <li>– Provide opportunities for Whānau Whaiora to be active participants in a range of networks and introduce them to patterns of leadership that provide continuity between the past and the future.</li> </ul> </li> <li><b>2. Whānau Whaiora are leading healthy lifestyles</b> <ul style="list-style-type: none"> <li>– Provide support and encouragement for Whānau Whaiora to actively foster lifestyles that lead to optimal health and wellbeing</li> <li>– Link Whānau Whaiora to appropriate services.</li> </ul> </li> <li><b>3. Whānau Whaiora are participating in the community</b> <ul style="list-style-type: none"> <li>– Assist and encourage Whānau Whaiora to establish community supports including those external to Tui Ora</li> <li>– Provide support and access to community resources e.g. Work and Income support, social networks, sports, employment and/or training opportunities, where this is indicated as a support needed by Whānau Whaiora</li> <li>– Ensure that Whānau Whaiora have ready access to community facilities and the ability to benefit from community goods and services</li> <li>– Encourage Whānau Whaiora to engage with their neighbours.</li> </ul> </li> <li><b>4. Whānau Whaiora and their whānau are confidently participating in Te Ao Māori and are responsible stewards of their living and natural environments</b> <ul style="list-style-type: none"> <li>– Ensure planned support services that links Whānau Whaiora to the appropriate support that meets their cultural needs; they are understood and supported</li> <li>– Encourage and support participation on Māori cultural events, iwi affairs, marae hui, waka ama and kapa haka, and the ongoing transmission of Māori knowledge, culture and te reo Māori</li> <li>– Provide access to learnings where mana whenua is appropriately respected</li> <li>– Link Whānau Whaiora to learning about the protecting their quality of life, the Mauri of all Waterways and Wāhi Tapu.</li> </ul> </li> <li><b>5. Whānau Whaiora and their whānau are economically secure and successfully involved on wealth creation</b></li> </ol>

- Provide day to day support in alignment with Whānau Whaiora care plan, goals and aspirations including household management, budgeting etc.
- Link Whānau Whaiora to financial literacy opportunities.

**6. Whānau Whaiora are cohesive, resilient, and nurturing**

- Empower Whānau Whaiora to achieve self-independence in health and wellbeing to reduce their need to utilise intensive health services
- Encourage reduction in their need to utilise more intensive mental health services
- Plan and provide time-limited support services, based on regular support needs assessment that informs a recovery plan
- Encourage and assist Whānau Whaiora to remain connected with their whānau
- Provide opportunities to learn and embrace new technologies
- Facilitate Whānau Whaiora support for day to day living by providing assistance and coaching in meeting responsibilities i.e. cleaning, meal preparation, purchasing household provisions, laundry, and lawn mowing in such a way as to enable Whānau Whaiora to participate as fully as they are able. This is without unreasonable expectations and with health and safety requirements being met
- Encourage each Whānau Whaiora to take a lead role in the preparation, implementation, and evaluation of their whānau assessment and goals
- Participate in regular planning and review processes including interventions and implementation of strategies involving whānau whenever appropriate.

**Priority Outcomes Support**

- To support development and delivery of the priority outcomes, the RN role will:
  - Provide clinical support for Whānau Whaiora to achieve their goals and recovery while in Oranga Hinengaro Te Whare Mahana and Tira Motuhake services
  - Encourage and support each Whānau Whaiora to take a lead role in the preparation, implementation and evaluation of the goals and recovery
  - Ensure clinical documentation is always accurately recorded and up to date e.g. Whānau Whaiora progress notes and Whānau Whaiora assessments and goals (Care Plans, Relapse Prevention Plans and Risk Assessments via the mental health clinical teams)
  - Monitor Whānau Whaiora mental and physical health
  - Work in partnership with TDHB and Tui Ora Oranga Hinengaro clinical teams
  - Attend weekly Tui Ora MDT
  - Attend Whānau Whaiora mental health outpatient or GP appointments as appropriate
  - Facilitate and support access to appropriate services for Whānau Whaiora in crisis situations with clinical direction from Tui Ora/TDHB clinical teams
  - Coordinate and facilitate household operations, maintaining a high standard of home care and cleanliness at all times
  - Collaborate with both Te Whare Mahana and Tira Motuhake services, Whānau Whaiora, Tui Ora Oranga Hinengaro clinical teams and TDHB MHAS clinical teams
  - Complete all reports including PRiMHD as required.

<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>▪ The RN on Duty will always ensure and take responsibility for the safe management and administration of medication in both Te Whare Mahana and Tira Motuhake services</li> <li>▪ The RN on Duty will provide oversight, supervision and mentoring to RSWs</li> <li>▪ When rostered, be contactable/available on call to offer support to the RSWs over the periods of 22:45pm to 07:00am</li> <li>▪ Provide a high-quality service delivery by: <ul style="list-style-type: none"> <li>– Maintaining effective and accurate records using the appropriate forms and databases in the recommended timeframes</li> <li>– Ensuring all reporting requirements are completed in the recommended timeframes</li> <li>– Ensuring practice occurs within Tui Ora policies, procedures and whānau rights</li> <li>– Ensuring all operational tasks are completed in the recommended timeframes including the facilitation of household tasks including cleaning as delegated and requested by management.</li> </ul> </li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>▪ Key partnerships are maintained in order to generate stronger links to foster a sense of collaboration with care providers to enhance multi-disciplinary service delivery</li> <li>▪ Establish and maintain effective working relationships with kaimahi, Whānau Whaiora, communities and other external contacts</li> <li>▪ Develop and use collaborative relationships to facilitate the accomplishment of Whānau Whaiora goals and objectives.</li> </ul>
<b>Communication/Team Work</b>	<ul style="list-style-type: none"> <li>▪ Support an inclusive and positive work environment by listening and responding appropriately in all interactions</li> <li>▪ Facilitate and promote respect and open communication in wananga space with all kaimahi, Whānau Whaiora and their whānau.</li> </ul>
<b>Culture</b>	<ul style="list-style-type: none"> <li>▪ Keeping the organisation’s Ngā Uara: Core Principles at the forefront of own and others’ decision making and actions: <ul style="list-style-type: none"> <li>– Upholds ethics and values</li> <li>– Demonstrates integrity</li> <li>– Promotes and defends equal opportunities, builds diverse teams</li> <li>– Encourages organisational and individual responsibility towards the community and the environment.</li> </ul> </li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>▪ Risk management, quality assurance, integrity and confidentiality through all work are evidenced</li> <li>▪ Standards are maintained to meet service level agreements/contract specifications.</li> </ul>
<b>Safe Environment</b>	<ul style="list-style-type: none"> <li>▪ Each kaimahi is expected to help maintain a safe and healthy workplace by: <ul style="list-style-type: none"> <li>– Following all company safe work, policies, procedures, rules, and work instructions</li> <li>– The proper use of all safety equipment and clothing provided (as applicable)</li> <li>– The early reporting to their manager of any pain or discomfort experienced at work</li> <li>– Taking an active role in the company’s treatment and rehabilitation plan, for an ‘early and durable return to work’ by following the company ‘Return to work –ACC’ and ‘Return to work – Non ACC Related’ procedures</li> <li>– Reporting all incidents, injuries, and hazards through the company Reportable Event procedure</li> </ul> </li> <li>▪ Working with Health and Safety Representatives, the Health &amp; Safety and Quality &amp; Risk Advisor, and managers to ensure compliance with Health</li> </ul>

	<p>and Safety requirements and the active development and promotion of a healthy work environment by:</p> <ul style="list-style-type: none"> <li>– Actively identifying and reporting near misses or incidents</li> <li>– Supporting the Health and Safety Representative in their work area whenever required</li> </ul> <ul style="list-style-type: none"> <li>▪ Reporting on Health and Safety events at team meetings.</li> </ul>
<b>Technology and Tools of the Job</b>	<ul style="list-style-type: none"> <li>▪ Able to apply and understand the use of technology; with demonstrable ability to use a desktop computer and related application software packages – including Microsoft office and Client Management Systems relevant to the role</li> <li>▪ Demonstrates confidence and is willing to embrace change as technology changes</li> <li>▪ Committed to maintaining the quality and accuracy of data entry.</li> </ul>
<b>Personal Development</b>	<ul style="list-style-type: none"> <li>▪ Professional/technical knowledge is maintained, and knowledge is shared with team</li> <li>▪ Appropriate technical development targets are agreed in the performance development review, and achievement is evidenced against these</li> <li>▪ A performance development plan is established annually and reviewed six-monthly</li> <li>▪ Commitment to attend the organisation’s cultural development programme.</li> </ul>
<b>Person Specification</b>	<ul style="list-style-type: none"> <li>▪ Registered Nurse qualification, registered to a professional body</li> <li>▪ Current Practicing Certificate</li> <li>▪ Full, clean NZ Driver Licence</li> <li>▪ Commitment to on-going training.</li> </ul>
<b>Experience and Skills</b>	<ul style="list-style-type: none"> <li>▪ Working in the community with Whānau Whaiora who experience mental health disorders</li> <li>▪ Experience with managing challenging behaviours</li> <li>▪ Experience or ability to demonstrate an understanding of Whānau Whaiora goals and recovery with Whānau Ora outcomes</li> <li>▪ Understanding of mental health, consumer, and advocacy issues</li> <li>▪ Proven experience of evidence-based best practice in mental health</li> <li>▪ Previous experience working in a large, diverse organisation</li> <li>▪ Knowledge of applicable regulations governing clinical practice/legislative compliance</li> <li>▪ Has a working knowledge of Microsoft products/applications</li> <li>▪ Proven ability to form collaborative/professional relationships with all stakeholder groups</li> <li>▪ Ability to think critically, coach and influence others</li> <li>▪ Practices, promotes, and creates a culture that fosters high standards of ethics and integrity</li> <li>▪ Ability to prioritise and make consistent recommendations based on fact and an accurate understanding of the situation</li> <li>▪ Well-developed written and oral communication skills</li> <li>▪ A working knowledge of Client Management System is preferred</li> <li>▪ Excellent interpersonal skills and able to work as part of a team</li> <li>▪ Able to demonstrate practical understanding of the aspirations and challenges facing Māori communities</li> <li>▪ Experience in applying Tikanga Māori as it applies in the role is desirable.</li> <li>▪ Understanding of Māori models of health and the application of the Treaty of Waitangi in practice.</li> </ul>

**NOTE:**

You will align outcomes/deliverables as per the Service Contract requirements that relate to your role.

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The foregoing paragraphs are intended to describe the duties that the appointee will be expected to undertake in this position. However, the outlined key tasks should not be regarded as a complete and exhaustive list and do not prevent the addition, alteration, or deletion of duties from time to time in accordance with the needs of Tui Ora.

Tui Ora is a service provider and as such kaimahi are required to have a flexible approach to the work they are requested to undertake (within their professional/legal scope/boundaries) to ensure client needs are met and best practice customer service is upheld at all times and to contribute to the success of Tui Ora.

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Salary circa dependent upon skills and experience.

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**APPROVED:**

Authorised signature:	Kaimahi signature
Name:	Name:
Position:	Position:
Date:	Date: