



Position Description

Mātanga tapuhi Nurse Practitioner

Last Revised Date: July 2024

pathways
ahakoa te aha

real
ahakoa te aha

About Pathways, Real and the Wise Group

At Pathways, we provide community-based mental health and wellbeing services throughout New Zealand. We support people to live well and be part of the communities of their choice by providing a range of support services around practical daily living, leading a healthy life, employment, and housing. Pathways was established in 1989, introducing a new model of care to the mental health sector. Today, with our inspirational purpose of ‘supporting people to live full lives; hopeful and connected to what matters’, we’re continuing to lead, innovate and pioneer new ways of working.

At Pathways we believe in upholding the articles of Te Tiriti o Waitangi and recognise it as the founding document of Aotearoa. We have a rautaki Māori. This is the platform that sets our expectations and approaches for addressing equity. The articles of Te Tiriti inform how we develop and design our kawa to ensure the mana of kaimahi, tāngata whai ora, taiohi and whānau remain upheld. Te reo Māori me ona tikanga influences our organisation. This means our practices, approaches, organisational rhythms and celebrations are informed by Māori tikanga.

We believe everyone can recover and we’re here to do everything we can to support them in their recovery. Our wairua or spirit of ‘whatever it takes’ is not just a slogan on the wall for us, our employees live this spirit every day. While mental health is our priority, total wellbeing is our goal. We work to strengthen whānau. We’re all about hope, respect and providing personalised support that changes as people’s needs change. We are committed to working in a trauma informed way, recognising the impact trauma may have had on people & working with them to build resilience and protective factors. Join us on our journey of helping people live a life they love.

Real

Real, the youth brand of Pathways, has been delivering services since 2010. At Real we believe mental wellness and wellbeing are possible for every young person. We are inspired by the dream that every young person can feel great about their future and help shape their community. We support young people to build resilience and wellbeing in youth-oriented, flexible, fun, and optimistic ways.

Real provides a range of community based and residential services nationally in partnership with Te Whatu Ora, Manatu Hauora and Oranga Tamariki. We seek to respond in ways which recognise and celebrate the mana of the young person. We help young people feel great by supporting them to build life skills, resilience, and strong connections with their whānau, friends and communities.

The Wise Group

Pathways is part of the Wise Group, one of the largest non-government providers in Aotearoa New Zealand. The Wise Group is a family of charitable entities, all linked by a common dream – to create new opportunities for the wellbeing of people, vulnerable populations, organisations, and communities.

Being part of the Wise Group gives Pathways access to a wealth of resources and support, both from our shared business infrastructure services and from other entities in the Group.

Position

Reports to:

Location:

Pathways Mātanga tapuhi nurse practitioners work autonomously and in collaborative teams with other health professionals to improve health, reduce health inequalities and clinical risk and improve access to Mental Health and Addictions (MH&A) services. You will provide clinical leadership and develop and influence learning and development, policies and clinical standards within Pathways.

Purpose:

The primary goals for the Nurse Practitioner will be to provide clinical leadership and advanced nursing practices, strengthen partnerships with other healthcare professionals, develop alternative models of care and policy and mentoring of colleagues:

- Advanced nursing assessment, diagnosis, planning, treatment (including prescribing as regulated by NCNZ) and evaluating care, collaboratively, as part of a wider healthcare team.
- Delivery of care in a manner that is whai ora centred, holistic and inclusive of a recovery and strengths based approach, influenced by Pathways Ohia Nui, Wero nui, Mātāpono, Aronga matua and Wairua.
- Works to improve the quality of healthcare outcomes of tāngata whai ora or taiohi supported by Pathways or Real.

Relationships (Internal):

Pathways Executive and Clinical Directors, Pathways employees, Wise Group employees

Relationships (External):

Tāngata whai ora or taiohi using services and their families/whanau and support people, Te Whatu Ora, Te Aka Whai Ora, Primary Health providers, other key stakeholders, external suppliers, Funders, government and community agencies.

Ohia nui

Inspirational Purpose

We support people to live full lives; hopeful and connected to what matters to them



Aronga matua

Focus

Front of mind, every day

December 2022

Wairua

Spirit

Ahakoā te aha
Whatever it takes



Tūmanako tangata

Character Attributes

Aroha *Loving*
Whakahonohono *Connected*
Harikoa *Joyful*
Tika *Authentic*
Manako *Hopeful*
Māia *Courageous*
Māhorahora *Generous*
Pou Piripono *Reliable*

Mātāpono Beliefs

- Te Tiriti o Waitangi drives us to be pro-equity
- Living well is our goal, mental health and addiction is our priority
- We are part of great partnerships that deliver to people
- Peer support and lived experience are integral to what we do
- Helping everyone we support to have somewhere to live, something to do, something to hope for and someone to love
- Connected, diverse and compassionate communities build strength and resilience
- Our staff make the difference
- Sustainability influences our actions
- Evidence-based practice, tikanga and mātauranga underpins our mahi
- We invest in finding out 'What do you need right now?'

Wero nui

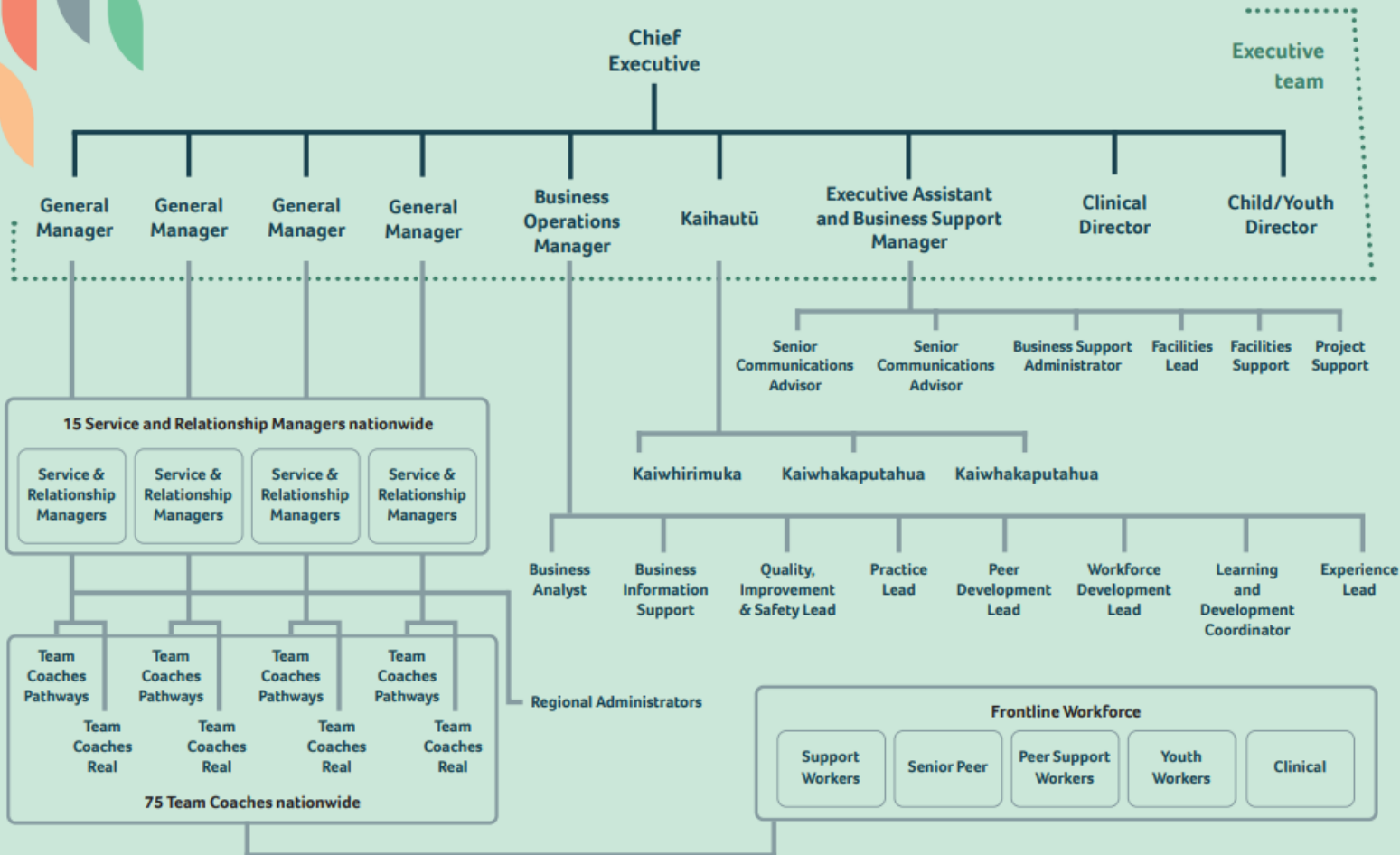
Greatest Imaginable Challenge

Every person using our services achieves equitable access and outcomes

pathways
ahakoā te aha



Pathways and Real leadership structure



Business Support Service

Finance

People and Culture

Design and Digital

Information Services

Property Systems and Design

Project Management Office

Contracts & Legal

July 2023



Requirements of the position

Focus	Activities	Outcomes
<p>Excellence in Clinical Practice</p>	<ul style="list-style-type: none"> • Demonstrates advanced comprehensive health assessment skills and diagnostic decision-making relevant to Mental Health and Addictions. • Demonstrates advanced practice in direct whai ora care within a range of contexts of situations. • Orders and performs diagnostic investigations using evidence to support or rule out diagnoses. • Verifies the suitability of evidence-based treatment options, including medicines in regard to commencing, titrating, or ceasing treatment/interventions. • Involves whai ora in decision making processes and uses whai ora information to determine appropriate intervention and management. • Supports, educates, coaches, and motivates in partnership with whai ora and their whānau regarding diagnoses, prognoses, and self-management. • Demonstrates confident and independent practice that is based on the synthesis of theory and practice knowledge from nursing and other disciplines. • Uses a formal approach to monitor and evaluate whai ora responses to interventions and directs changes to care plans accordingly. 	<ul style="list-style-type: none"> • Advanced decision-making processes are used to screen, assess health status and risk, make differential, probable and definitive diagnosis, plan treatment, review and manage transition/discharge. • Decision-making underpinned by extensive knowledge base, contextual data, and critical thinking to plan practice. • Ensures informed choice regarding care through access to and understanding of relevant information and resources provided to whai ora. • Work in partnership with whaiora/whānau and other health professionals/services. • Evidence based interventions provided at an advanced level and clinical leadership is shown in the effective use of information technologies. • Measures efficacy of practice to whaiora outcomes and Service environment.
<p>Professional Responsibility and leadership</p>	<ul style="list-style-type: none"> • Demonstrates continuing achievement of competencies for registration with Nursing Council of New Zealand (NCNZ) • Delivers quality nursing care in line with registration and current practicing certificate competency requirements of NCNZ. 	<ul style="list-style-type: none"> • Takes a leadership role in complex situations across settings and disciplines and minimises risks. • Considers the wider determinants of health, emerging health trends/policy and funding and adjusts practice accordingly.

	<ul style="list-style-type: none"> • Must comply with any specific conditions on practice as determined by NCNZ. • Meets practice and educational hours in accordance with NCNZ minimum requirements. • Upholds the principles of Te Tiriti o Waitangi and incorporates these into clinical practice and contributes to ensuring a culturally safe environment is maintained. • Documentation meets ethical, legal and Pathways requirements. • Demonstrates nursing leadership that positively influences health outcomes for tāngata whai ora with MH&A needs and the nursing profession. 	<ul style="list-style-type: none"> • Promotes opportunities to achieve equity of health outcomes. • Takes a leadership role in community and professional groups and professional activities such as research to assist in achieving positive outcomes for whai ora. • Mentors, coaches and teaches kaimahi according to evidence based best practice. • Contributes to and participates in service, regional, and national development of policies, guidelines, and standards.
Education, training, and research	<ul style="list-style-type: none"> • Demonstrates skilled mentoring, coaching and teaching. • Leads and participates in case/peer review and debriefing. • Acts as a nursing resource providing expert advice and education to kaimahi and other health care professionals within MH&A. • Leads culturally appropriate and sensitive projects that support a culture that fosters whai ora/whānau centred care. • Participates in audit/review and research and represents the Service at national and international level as opportunity arises 	
Prescribing Practice	<ul style="list-style-type: none"> • Understands the regulatory and legislative frameworks, contractual environment, subsidies, professional ethics, and roles of key government agencies associated with prescribing. • Prescribes and administers medications within legislation, codes, scope, and MH&A area of practice and according to established prescribing processes and New Zealand guidelines. • Demonstrates accountability and responsibility in prescribing practices using evidence to make risk benefit assessments. • Collaborates, consults with, and provides accurate information to whai ora and other health professionals about prescribing relevant interventions, treatments, or medications. • Demonstrates an understanding of the use, implications, contraindications, and interactions of prescription medications 	

	<p>and with any other medications.</p> <ul style="list-style-type: none"> • Demonstrates an ability to limit and manage adverse reactions/emergencies/crises. • Recognises situations of drug misuse, underuse and overuse and acts appropriately. • Monitors the effectiveness of whai ora response to prescribing and is actively involved in pharmaco-vigilance and drug monitoring. • Undertakes clinical supervision with a suitably qualified and educated registered prescriber. • Reviews and audits prescribing practice. 	
Utilisation of e-therapy	<ul style="list-style-type: none"> • Service provision is in line with the New Zealand Health Strategy and the Nurse Executives of New Zealand Telehealth Position statement to provide care “closer to home”. • Assist nurse practitioners to deliver care via video and phone. • Advise patients in the use of telemonitoring devices (where appropriate) and provide care to prevent unnecessary hospital admissions 	<ul style="list-style-type: none"> • Provision of patient centric care which will give whai ora the option of telephone or video appointments where this is indicated or the easiest option for them.
Contribute to the ongoing success of Pathways including reputation for excellence and innovation	<ul style="list-style-type: none"> • Always represent Pathways in a professional manner. • Ensure employment policies and procedures are followed. • Provide positive and effective participation and collaboration with other Pathways employees in delivering achievement of business objectives. • Take responsibility for executing assigned tasks and projects in accordance with agreed performance standards. 	<ul style="list-style-type: none"> • Actively live Pathways’ values & philosophies
Work in a culturally safe and respectful manner incorporating the principles of the Treaty of Waitangi, and being mindful of the cultural diversity of our community	<ul style="list-style-type: none"> • Demonstrate knowledge and application of Te Tiriti o Waitangi principles. • Undertake all interactions in a respectful and culturally appropriate and sensitive manner. • Seek guidance regarding tikanga and culturally specific models/ approaches/behaviours from kaiwhakaputahua and kaihautū. • Attend cultural learning and development courses for all kaimahi and leaders. 	<ul style="list-style-type: none"> • Demonstrates behaviour that recognises and is consistent with equity principles and practices. • Contributes to a positive team environment.

	<ul style="list-style-type: none"> • Apply co-design principles when designing services for Māori. 	
<p>Provision of other related duties within capability, as assigned by your manager</p>	<ul style="list-style-type: none"> • Performs other related duties within individual’s capability as assigned by your manager. 	<ul style="list-style-type: none"> • “Can do” attitude - operates as a team player and willing to perform any task required to support the organisation, business partners and other key stakeholders
<p>Be your very best</p>	<ul style="list-style-type: none"> • Plan regular uninterrupted times to meet with the Service & Relationship Manager to review your 90-day plan and seek feedback on performance. • Actively develop personal leadership skills • Develop a learning and personal development plan with your manager and implement this plan as agreed. • Share knowledge gained from professional development experiences. • Work in a culturally safe and respectful manner incorporating the principles of the Treaty of Waitangi and be mindful of the cultural diversity of the community served. • Role model a healthy lifestyle. 	<ul style="list-style-type: none"> • Engage in regular, structured, and reflective clinical supervision with a credentialed supervisor. • You are well prepared for any forums and meetings, sharing what’s working and what’s not and bringing solutions for improvement. • Your skills are current, and your innate curiosity means that you are always seeking new learning opportunities. • You demonstrate behaviour that is consistent with equitable practices. • Evidence of Treaty of Waitangi principles is reflected in everyday practice and future organisational planning.
<p>Think and Act as One</p>	<ul style="list-style-type: none"> • Participate in creating a culture of thinking and acting as one. • Actively participate in and contribute to national leadership forums and regional meetings. • Provide positive and effective participation and collaboration with other parts of the Wise Group in the achievement of challenges. • Take responsibility for executing assigned tasks and projects in accordance with agreed performance standards. 	<ul style="list-style-type: none"> • The Wise Group-based services feel connected to each other’s work and each other. • You are highly regarded nationally for your contribution to the organisation. • The service continually repositions itself to meet perceived future need. • Projects and tasks are completed within agreed timeframes to agreed standards.
<p>Be committed to safety and wellness in the workplace</p>	<ul style="list-style-type: none"> • Take responsibility for personal wellbeing and health management within the workplace. • Comply with legal obligations and safety and wellbeing policies and procedures. • Role model excellent safety and wellbeing practices by reporting identified workplace incidents, near misses and/or hazards through the safety and wellbeing. • Be committed to safety and wellbeing by following the Wise Group roles and responsibilities table (located on The Well). 	<ul style="list-style-type: none"> • Work practices are safe for self and others. • Policies and procedures are understood and followed as designed. • All safety and wellbeing reportable events are accurately reported within specified timeframes.

Accountabilities

Authority	<ul style="list-style-type: none"> Financial – Nil Operational - Nil
Direct Reports	<ul style="list-style-type: none"> Nil

Know how

	Essential	Preferred
Practical and Technical Knowledge	<ul style="list-style-type: none"> Registered with the Nursing Council New Zealand as a Nurse Practitioner Current Annual practicing Certificate Nurse Practitioner qualification within Mental Health and Addiction scope of practice Commitment to on-going education, knowledge, and skill acquisition in this area Evidence of relevant professional development, proven experience, expertise in this area. Excellent written and verbal communication skills Attention to detail, particularly with regard to written documents. Excellent time management, organisation, and file maintenance Actively communicates outcomes or progress. Registered Health Professional with current practising certificate Full, clean driver’s license. 	<ul style="list-style-type: none"> Qualification relating to Mental Health & Addictions Professional affiliation Knowledge of: <ul style="list-style-type: none"> Health and Disability Code of Consumer Rights 96 Health Information Privacy Code 94 Health Practitioners Competency Assurance Act 03 Human Rights Act 93 Medicines Act 81 and Medicines Regulation 84 Misuse of Drugs Act 75 and Regulations 77 Treaty of Waitangi Act 75 and its application to the health and mental health settings. Health and Disability Service Standards 08 Mental Health (Compulsory Assessment and Treatment) Act 92
Experience	<ul style="list-style-type: none"> Recent extensive (proven) clinical experience in Mental Health and Addictions at an advanced level. Minimum of 5 years practice within the defined scope of clinical specialty/practice 	<ul style="list-style-type: none"> Ability to learn new computer programmes and skills and

- Established clinical standing/credibility in and beyond nursing.
- Networking effectively in area of specialty/practice
- Demonstrated ability to articulate evidence-based expertise to a multidisciplinary team.
- Use of outcome measures to monitor, appraise and map treatment trajectory with tāngata whai ora.
- Apply the Te Tiriti o Waitangi Principles.

Nurse Practitioner Competencies (NCNZ 2017)

Provides safe and accountable advanced practice

Competency 1	<ul style="list-style-type: none"> • Demonstrates safe and accountable practice incorporating strategies to maintain currency and competence
	Assesses, diagnoses, plans, implements, and evaluates care
Competency 2 Competency 3	<ul style="list-style-type: none"> • Conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses. • Develops, plans, implements, and evaluates therapeutic interventions when managing episodes of care.
	Works in partnership with health consumers
Competency 4	<ul style="list-style-type: none"> • Consistently involves the health consumer to enable their full partnership in decision making and active participation in care
	Works collaboratively with healthcare teams
Competency 5	<ul style="list-style-type: none"> • Works collaboratively to optimise health outcomes for health consumers/population groups
Competency 6	Works to improve the quality and outcomes of healthcare
	<ul style="list-style-type: none"> • Initiates, and participates in, activities that support safe care, community partnership and population health improvements. • Proactively manages risk and safety