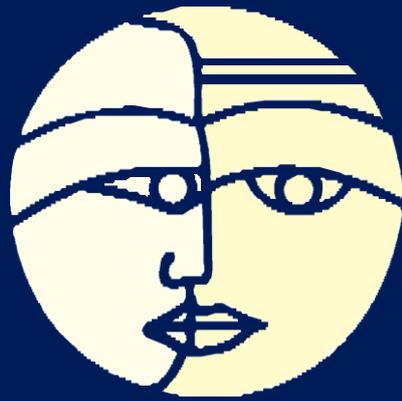


Partnership, Voice, Excellence in Mental Health Nursing



Standards of Practice for  
Mental Health Nursing  
in Aotearoa New Zealand

Te Ao Māramatanga<sup>®</sup>

New Zealand College of Mental Health Nurses Inc.

Standards of Practice for Mental Health Nursing in Aotearoa New Zealand (3rd Edition)

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Nā te Kaiwhakahaere  
**Foreword**

Ehara taku toa i te toa takitahi, engari he toa takitini

*My strength is not that of a single warrior but that of many*

Tēnā koutou katoa,

The Mental Health Standards of Practice follow soon after the Māori Caucus Te Ao Māramatanga (TAM) biennial wānanga held in Rotorua March 2012. At this wānanga mental health nurses across the lifespan, at different stages of their nursing careers and from the many fields within mental health reflected upon 'Cultural and Clinical excellence', in being 'in service' to people. The collective knowledge and experiences of the mental health nurses at this hui, externally and from the past, continue to carry Te Ao Māramatanga New Zealand College of Mental Health Nurses forward as a progressive professional body. Māori Caucus acknowledges the enduring collegiality within Te Ao Māramatanga.

Culture and knowledge are dynamic and combined with relevant clinical practice, these Mental Health Standards of Practice provide a mental health nursing perspective pertinent to Aotearoa New Zealand. The uniqueness of the Standards of Practice are underpinned by a treaty of 'wisdoms' Te Tiriti o Waitangi / The Treaty of Waitangi 1840. From this foundation emerge principles that identify cultural esteem as the core tenet of mental health and wellbeing of all peoples. And as such, we in the field of mental health are tasked with generating specific and diverse interventions, policies, activities and practices that serve the mental health needs of individuals, their families and communities.

As mental health nurses we celebrate both the 'wisdoms' in Te Tiriti o Waitangi and the ongoing commitment of Te Ao Māramatanga New Zealand College of Mental Health Nurses to the treaty as a working partnership model. Clinical and cultural excellence in mental health nursing is the goal of us all.

Noho ora mai

Hineroa Hakiaha  
Kaiwhakahaere  
Te Ao Māramatanga, NZCMHN®

Daryle Deering RN, PhD  
President  
Te Ao Māramatanga, NZCMHN®

# Introduction

## Te Tiriti o Waitangi

Te Ao Māramatanga (New Zealand College of Mental Health Nursing) acknowledges the importance of Te Tiriti o Waitangi as the founding document of Aotearoa New Zealand. Te Tiriti o Waitangi is central to the partnership between the Crown and Māori (tangata whenua). Therefore this partnership has influence upon the mental health nursing profession and mental health nursing practice.

Article One requires active consultation by the Crown with tangata whenua on issues of healthcare and health service provision.

Article Two establishes the principle of tino rangatiratanga, self determination and jurisdiction for Māori communities and organisations to manage their own health, healthcare, resources and assets.

Article Three guarantees Māori the same rights and privileges of citizenship of all New Zealanders, inclusive of the right to equal access of healthcare services and whānau ora leading to equitable health outcomes.

Article Four guarantees the right of Māori to practice their spiritual beliefs and values.

Inherently, Te Tiriti o Waitangi shapes the intentions of Mental Health Nurses in Aotearoa New Zealand to practise in ways that promote Partnership, Protection, Participation, tino rangatiranga or self determination and respect for the cultural beliefs and values of tangata whenua. Te Ao Māramatanga NZCMHN is committed to supporting mental health nurses to reduce health inequalities and disparities currently experienced by Māori.

## Mental Health Nursing

Mental Health Nursing is a specialised branch of nursing practice that builds on the competencies expected of all nurses who practice in Aotearoa, New Zealand. It is a specialised expression of nursing which focuses on collaborative partnerships and meeting the needs of people with mental health issues, family/whānau and communities. It is an interpersonal process that embodies the concepts of caring and therapeutic relationship within a cultural context. Mental health nursing is holistic and considers the needs and strengths of the individual, family, group and community.

## Mental Health Nurse

The Mental Health Nurse is a registered nurse who is a graduate of a nursing education programme with a specialisation in mental health nursing and is registered by the Nursing Council of New Zealand to practise in the specialty of mental health. This includes nurses who have completed a hospital based specialist undergraduate programme, or a tertiary education undergraduate programme followed by a postgraduate programme in the specialty of mental health nursing.

The Mental Health Nurse provides comprehensive care which includes health education, health promotion and illness prevention, assessment, diagnosis, intervention, treatment and evaluation in a variety of settings along the continuum of care and across the lifecycle. Within the context of mental health care, the Mental Health Nurse addresses a person's physical health care needs and ensures through direct care provision or referral, consultation and co-ordination of care processes, that care is individualised and integrated in the context of the person's social and cultural context.

Mental Health Nurses recognise the need for flexibility, adaptability, responsiveness and sensitivity as they shape their practice to the changing needs of people, family/whānau and communities.

## Mental Health and Addictions

In this document the term 'mental health' is inclusive of addiction. Addiction treatment in New Zealand is positioned within the Mental Health and Addiction sector in both primary and secondary care settings.

## People with mental health issues

During the revision of The Standards of Practice for Mental Health Nursing in New Zealand, Te Ao Māramatanga NZCMHN debated the terminology used when referring to people with mental health problems and disorders. The College wished to capture a term that referred to the experience of a broad range of people. The term *people with mental health issues* has been adopted by the College for this purpose. *Mental health issues* refers to a range of mental health problems from mild to severe and complex. For example, people experiencing co-existing mental health, substance use, other behavioural addictions and/or physical health problems and disorders, and those with co-existing disabilities.

## Standards of Practice for Mental Health Nursing in New Zealand

The Standards of Practice for Mental Health Nursing in New Zealand are applicable to all Mental Health Nurses practising in mental health and addiction services in any practice setting. New graduate nurses, with support of a preceptor, will be expected to meet the Standards of Practice on completion of a New Entry to Specialist Practice Mental Health and Addiction programme leading to the award of a Post Graduate Certificate in the specialty in their first year of practice.

The Standards of Practice are concerned with the performance of Mental Health Nurses in Aotearoa New Zealand and include practice outcomes and attributes of knowledge, skills and attitudes. The values, attitudes and seven Real Skills identified in *Let's get real* (Ministry of Health, 2008) which underpin the provision of effective mental health and addiction services in Aotearoa New Zealand are reflected in these Standards.

### Standard One

The Mental Health Nurse acknowledges Māori as tangata whenua of Aotearoa New Zealand. The Mental Health Nurse is knowledgeable of the place of Te Tiriti o Waitangi in nursing care and acknowledges the diversity of values, belief systems and practices of people and cultural groups within New Zealand society.

### Standard Two

The Mental Health Nurse establishes collaborative partnerships as the basis for therapeutic relationships. This involves building on strengths, holding hope and enhancing resilience to promote recovery and wellbeing.

### Standard Three

The Mental Health Nurse provides nursing care that reflects contemporary mental health care and standards.

### Standard Four

The Mental Health Nurse promotes mental health and wellbeing in the context of their practice.

### Standard Five

The Mental Health Nurse is committed to their own professional development and to the development of the profession of Mental Health Nursing.

### Standard Six

The Mental Health Nurse's practice reflects relevant policies, legislation, ethical standards and codes of conduct.



# Standards of Practice for Mental Health Nursing in Aotearoa New Zealand

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# Standard One

The Mental Health Nurse acknowledges Māori as tangata whenua of Aotearoa New Zealand. The Mental Health Nurse is knowledgeable of the place of Te Tiriti o Waitangi in nursing care and acknowledges the diversity of values, belief systems and practices of people and cultural groups within New Zealand society.

## Rationale

Te Tiriti o Waitangi is the basis for bicultural relationships and therefore the delivery of culturally responsive care in mental health nursing in New Zealand.

## Practice Outcomes

Standard One is being when:

1. People with mental health issues and family/whānau report that their cultural identity has been acknowledged and respected.
2. Cultural issues influencing mental health and Mental Health Nursing practice are identified.
3. Appropriate resources have been accessed as necessary to support the cultural identity and wellbeing of a person with mental health issues.

## Attributes

### (a) Knowledge

The Mental Health Nurse demonstrates an understanding of:

1. The status of Māori as tangata whenua in Aotearoa New Zealand.
2. Te Tiriti o Waitangi articles and associated principles.
3. Te Tiriti o Waitangi as a basis for health care in Aotearoa New Zealand.
4. The definitions of Partnership, Protection, Participation and tino rangatiranga or self determination in relation to Mental Health Nursing practice.
5. The influence of their own values, beliefs and attitudes in their interactions with others.
6. The role of Kaupapa Māori services and other culturally specific services.
7. The health beliefs and practices of Māori and other cultural groups within Aotearoa New Zealand.
8. The association of language, communication styles, spiritual beliefs and practices to mental health, wellbeing and cultural identity.
9. The cultural, social, economic and political barriers hindering access to mental health services.



### (b) Skills

The Mental Health Nurse:

1. Recognises the cultural identity of people who experience mental health issues.
2. Involves family/whānau in mental health care.
3. Collaborates effectively with Kaupapa Māori services and other culturally specific services.
4. Acts to overcome cultural barriers that may impede access to mental health services.
5. Facilitates access to culturally appropriate models of care.
6. Advocates for services that are free from discrimination and sensitive to an individual's cultural identity and wellbeing.
7. Actively works towards reducing health disparities experienced by Māori.

### (c) Attitudes

The Mental Health Nurse:

1. Respects the status of Māori as tangata whenua.
2. Respects the place of Te Tiriti o Waitangi in Aotearoa New Zealand and its place in Mental Health Nursing practice.
3. Respects the cultural beliefs and values of all groups within the community.
4. Values the central place of secure cultural identity to mental health.
5. Seeks opportunities to extend understanding of diversity and difference.
6. Respects the place of te reo Māori and tikanga Māori in the context of Mental Health Nursing practice.



## Standard Two

The Mental Health Nurse establishes collaborative partnerships as the basis for therapeutic relationships. This involves building on strengths, holding hope and enhancing resilience to promote recovery and wellbeing.

### Rationale

The therapeutic relationship incorporates concepts of nursing partnership, the helping relationship and therapeutic communication as the basis for recovery and wellbeing.

### Practice outcomes

Standard Two is being met when:

1. The plan of nursing care reflects collaborative partnerships with people with mental health issues and their family/whānau.
2. People with mental health issues and their family/whānau report the experience of collaboration in mental health nursing care .
3. Mental health nursing practice promotes resilience and wellbeing and supports people in their recovery journey.

### Attributes

#### (a) Knowledge

The Mental Health Nurse demonstrates an understanding of:

1. The philosophy and principles of recovery and wellbeing
2. The theories of therapeutic relationships and effective communication
3. The boundaries of therapeutic relationships with people experiencing mental health issues
4. The therapeutic use of self in Mental Health Nursing
5. The ethical and legal frameworks that support therapeutic relationships
6. The place of clinical supervision in supporting and maintaining therapeutic relationships



### (b) Skills

The Mental Health Nurse:

1. Applies principles of recovery and wellbeing in relationships with all people affected by mental health issues.
2. Integrates theoretical knowledge and principles into therapeutic relationships.
3. Establishes and maintains collaborative partnerships with individuals and families/whānau.
4. Identifies and works to resolve ethical and legal issues arising in therapeutic relationships.
5. Engages in clinical supervision to maximise the effectiveness of the therapeutic relationship.

### (c) Attitudes

The Mental Health Nurse:

1. Values collaboration with people with mental health issues and their families/whānau in therapeutic relationships.
2. Values experiences of people with mental health issues as the basis for therapeutic relationships.
3. Accepts that trust is integral to developing and maintaining a therapeutic relationship.
4. Accepts accountability and responsibility for their interactions with individuals with mental health issues and family/whānau.



## Standard Three

The Mental Health Nurse provides nursing care that reflects contemporary mental health care and standards.

### Rationale

Mental Health Nursing is an evolving discipline that is responsive to the needs of people who are affected by mental health issues, to developments in philosophy of care and to healthcare provision and standards of practice.

### Practice outcomes

Standard Three is being met when:

1. Mental health nursing practice reflects contemporary health care standards, theories, models and philosophies of care.
2. The Mental Health Nurse articulates their assessment and plan of care within the multidisciplinary team.
3. Mental Health Nursing practice reflects a person/family/whānau centred, strengths-based approach that addresses physical, psychological, cultural, social, educational, employment, family and spiritual needs.
4. People with mental health issues and their family/whānau report that mental health nursing care meets their needs.

### Attributes

#### (a) Knowledge

The Mental Health Nurse demonstrates an understanding of:

1. The scope of practice of the Mental Health Nurse in New Zealand.
2. Contemporary theories of mental health nursing.
3. Recovery and wellbeing philosophies in mental health care.
4. The interconnected relationships between mental health, physical health and general wellbeing.
5. Contemporary models of assessment and clinical decision making.
6. Current diagnostic and classification systems.
7. A range of psychological, behavioural, social, biological, spiritual, cultural and complementary treatments and interventions utilised in mental health care.



### (b) Skills

The Mental Health Nurse:

1. Engages and collaborates with people with mental health issues and family/whānau to develop a comprehensive plan of care.
2. Utilises a range of interventions underpinned by appropriate evidence.
3. Makes appropriate clinical decisions based on comprehensive nursing assessments.
4. Collaborates with members of multidisciplinary teams, a range of service providers and community groups to provide holistic care to meet the needs of individuals and families/whānau.
5. Engages individuals, family/whānau in health education and promotion of mental health care and wellbeing.
6. Evaluates the plan of care in collaboration with people with mental health issues, families/whānau and other relevant providers .

### (c) Attitudes

The Mental Health Nurse:

1. Values the place of evidence based practice in Mental Health Nursing.
2. Appreciates multidisciplinary work and the contributions of a wide range of care and treatment providers, community groups and other stakeholders.



## Standard Four

The Mental Health Nurse promotes mental health and wellbeing in the context of their practice.

### Rationale

Mental health promotion is an integral component of mental health nursing practice and includes strategies focused on individuals with mental health issues, families/whānau and communities and the wider social context.

### Practice outcomes

Standard Four is being met when:

1. Mental health promotion strategies are integrated into everyday nursing care.
2. Mental Health Nurses actively participate in health promoting, stigma reducing activities.
3. Mental health promotion strategies are developed in partnership with people with mental health issues and families/whānau.
4. The Mental Health Nurse supports people with mental health issues to access community resources to enhance their overall health and wellbeing.

### Attributes

#### (a) Knowledge

The Mental Health Nurse demonstrates an understanding of:

1. The impact of stigma and discrimination on mental health and wellbeing.
2. Theories and models of mental health promotion.
3. Health promotion strategies at individual, family/whānau and community levels.
4. Contemporary social and health policy related to mental health promotion.
5. Community resources that support positive mental health and wellbeing.
6. Social determinants of health and illness.



### (b) Skills

The Mental Health Nurse:

1. Evaluates their own practice with regard to the reduction of stigma and discrimination.
2. Incorporates mental health promotion in the plan of nursing care.
3. Utilises mental health promotion practices with individuals, families/whānau and communities.
4. Provides health education aimed at promoting mental health and wellbeing.
5. Assists people with mental health issues to make lifestyle decisions that promote health and wellbeing.
6. Translates global and national mental health promotion policies into the local context.

### (c) Attitudes

The Mental Health Nurse:

1. Appreciates the role of health promotion in mental health care.
2. Values initiatives and opportunities which reduce stigma and discrimination.



## Standard Five

The Mental Health Nurse is committed to their own professional development and to the development of the profession of Mental Health Nursing.

### Rationale

Professional development enables the Mental Health Nurse to maintain competence, ensures that nursing practice remains relevant to the needs of people with mental health issues and ensures the profession maintains the highest professional standards.

### Practice outcomes

Standard Five is being met when:

1. The Mental Health Nurse's practice is informed by current evidence, philosophy of care and standards of practice.
2. The Mental Health Nurse works in partnership with people with mental health issues and families/whānau as part of their professional development.
3. The Mental Health Nurse is actively engaged in professional development activities.

### Attributes

#### (a) Knowledge

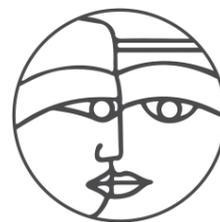
The Mental Health Nurse demonstrates an understanding of:

1. Standards of practice for mental health nursing.
2. Professional development frameworks and pathways.
3. Current evidence underpinning professional practice.
4. The Nursing Council of New Zealand competencies for registered nurses.
5. Models of professional supervision, reflective practice and peer review.

#### (b) Skills

The Mental Health Nurse:

1. Articulates their individual philosophy of practice
2. Evaluates their own professional practice and offers feedback to colleagues
3. Engages in professional development opportunities and supports others to do the same
4. Engages in professional supervision and reflective practice
5. Evaluates the evidence base for professional practice
6. Meets the Nursing Council of New Zealand competencies for registered nurses
7. Develops a personal plan of professional development



(c) Attitudes

The Mental Health Nurse:

1. Values professional development as a Mental Health Nurse.
2. Values the place of professional supervision in professional development.
3. Recognises the role of research and evidence in informing professional practice.
4. Recognises the role of professional organisations in practice development.
5. Respects the role of the individual and family/whānau in articulating acceptable professional standards.
6. Values the advancement of Mental Health Nursing knowledge and practice.



## Standard Six

The Mental Health Nurse's practice reflects relevant policies, legislation, ethical standards and codes of conduct.

### Rationale

Professional accountability involves an obligation to recognise socially and professionally mandated policies and to maintain legal and ethical standards.

### Practice outcomes

Standard Six is being met when:

1. Mental Health Nursing practice is congruent with relevant policies and legislation.
2. Mental Health Nursing practice reflects accepted ethical standards and relevant codes of conduct and practice.
3. The Mental Health Nurse upholds the rights of people with mental health issues, their families/whānau and communities.

### Attributes

#### (a) Knowledge

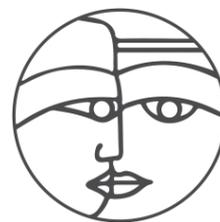
The Mental Health Nurse demonstrates an understanding of:

1. Current local, national and international mental health policies and legislation relevant to Mental Health Nursing practice.
2. Ethical standards and principles related to Mental Health Nursing.
3. Codes of conduct relevant to Mental Health Nursing practice.
4. Principles of informed consent.

#### (b) Skills

The Mental Health Nurse:

1. Practises in accordance with legislation relevant to the mental health practice setting.
2. Identifies the relevance of health policies to practice.
3. Utilises a framework for ethical decision making and practises in accordance with legislation, policies and codes of conduct.
4. Identifies the implications of relevant codes of conduct.
5. Participates in reviews of clinical practice and service delivery.



(c) Attitudes

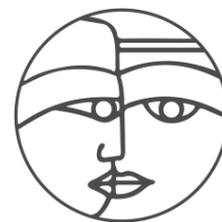
The Mental Health Nurse:

1. Accepts accountability for own practice.
2. Respects professional obligations resulting from legislation.
3. Values ethical reflection and review of professional practice.
4. Respects the views of people with mental health issues and family/whānau in reflecting on professional practice.



## Glossary

Accountability	To be responsible for and able to justify one's actions.
Advocate	Refers to a Mental Health Nurse who supports or speaks in favour of a person with mental health issues.
Culture	Integrated patterns of human behaviour which include language, thoughts, communication, customs, beliefs, values and institutions of groups. These patterns may be implicit or explicit and shared by the majority of the culture.
Cultural Safety	A process of respectful collaboration between nurse, client and family/whānau to reach agreed health goals; at the same time protecting the client (person) against devaluation of his/her cultural heritage, expressions and experiences.
Ethics	Moral philosophy with moral principles.
Evidence Based Practice	A process of integrating the best available evidence with professional expertise to guide professionals in decision-making regarding the care of individuals. It requires critical appraisal.
Family	Relatives, partners, children and significant others nominated by the person experiencing mental health issues. Family is part of the chosen support network of a person experiencing mental health issues.
Health	An integrated state of wellbeing or harmony within the person-in-context.
Holistic	The idea of systems fluctuating to adapt to changing environments. It implies wholeness, relationships, processes, interactions, freedom and creativity in viewing living and non-living entities.
Kaupapa	Philosophy, foundation, platform.
Mental Health	Refers to mental health and addiction.
Mental Health Care	A generic term that includes interventions, support and care. These terms are frequently used interchangeably.
Mental Health Issues	Refers to the experience of people requiring support with their own mental health.



Mental Health Nurse	A registered nurse who is a graduate of a nursing education programme with a specialisation in mental health nursing and is registered by the Nursing Council of New Zealand to practise in the specialty of mental health. This includes nurses who have completed a hospital based specialist undergraduate programme, or a tertiary education undergraduate programme followed by a postgraduate programme in the specialty of mental health nursing.
Philosophy	A system of ideas concerning a particular subject, an understanding of principles.
Recovery	Living well in the presence or absence of mental illness and the losses that can be associated with it. Each person with mental illness needs to define for themselves what living well means to them .
Resilience	The ability of an individual to bounce back from adversity and persevere through difficult times.
Standard of Practice	In this document, refers to the standard of performance which can be expected from a registered nurse who has been practising mental health nursing for one year full time in any clinical setting.
Tangata Whenua	Māori people of the land, i.e. the tribe which hold spiritual authority over the land.
Te Tiriti o Waitangi	Te Tiriti o Waitangi was signed on 6 February 1840 by representatives of the British Crown and various Māori chiefs from New Zealand. It is the founding document of New Zealand symbolising unity and actions in good faith toward Māori and the Crown.
Therapeutic Relationship	Describes a relationship between the nurse and the person with mental health issues where the professional knowledge and skills of the nurse are used to facilitate the wellbeing of the person with whom they are working.
Tikanga	Code of conduct, method, plan, and custom – the right way of doing things.
Values	Principles considered important by an individual or group of people.
Wellbeing	Refers to how people experience the quality of their lives.
Whānau	Family/extended family in a Māori cultural context.



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