Position details:

<table>
<thead>
<tr>
<th>Title:</th>
<th>Nurse Consultant, Perioperative Directorate</th>
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<tbody>
<tr>
<td>Reports to:</td>
<td>Nurse Director - Perioperative Directorate</td>
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<tr>
<td>Date:</td>
<td>February 2020</td>
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</tbody>
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Purpose of position:

The Nurse Consultant - Perioperative Directorate is accountable for:

Displaying ADHB values in all decision making and all actions.

Promoting, developing and implementing evidence based practice, including primary research, to improve clinical effectiveness in Perioperative Directorate and across the Auckland DHB.

Leading continuous quality improvement in Perioperative Directorate and across the Auckland DHB.

Professional and clinical advice, support and education and is an organisational resource for clinical staff in Perioperative Directorate and across the Auckland DHB to ensure all perioperative patients and their families receive safe quality care.

Being a resource for the perioperative departments in DHBs across New Zealand, in line with the National Services provided by Perioperative Directorate.

Key accountabilities:

Clinical and professional leadership:

- Models the ADHB values based approach to organisational strategies to improve opportunities for Maori.
- Leads evidence based nursing practice within Perioperative Directorate and across the Auckland DHB.
- Leads policy and procedure development and review within Perioperative Directorate and
| Leads and assists with the implementation of changes of practice evolving from policy, procedure, and recommended best practice review. |
| Monitors clinical outcomes/indicators and manages variance to clinical pathway, protocols or best practice guidelines. |
| Leads clinical audit within Perioperative Directorate and across the Auckland DHB. |
| Leads continuous quality improvement within Perioperative Directorate and across the Auckland DHB. |
| Provides mentorship and support to the professional development of senior nursing staff within Perioperative Directorate and across Auckland DHB. |
| Is a role model within and external to Perioperative Directorate and Auckland DHB. |
| Fosters the provision of positive patient outcomes and family-centred care. |
| Uses expert knowledge and skills to assist staff working with patients with complex needs. |
| Uses expert knowledge and skills to assist staff working with new technology. |
| Contributes to the development of integrated service delivery across the continuum of care. |
| Participates in business plan proposals for the consideration of new projects within Perioperative Directorate and across Auckland DHB. |
| Promotes effective teamwork and collaborative relationships within the multi-disciplinary team and across health services. |
| Fosters the implementation of organisational and nursing goals and values. |
| Promotes Perioperative Directorate and Auckland DHB as a centre of excellence for nursing practice. |
| Actively enhances Auckland DHB’s nursing practice and performance by participating in appropriate local, regional, national, and international forums. |
| Participates in regional, national and international key decision making bodies relevant to perioperative nursing. |
| Applies critical reasoning and professional judgement to nursing practice issues/decisions. |
| Identifies and manages situations of clinical risk to ensure a safe environment for patients/clients, families/Whanau and staff. |
| Contributes to nursing strategies to facilitate the recruitment, retention and succession planning for nurses. |
| Role models culturally safe nursing practice, fostering wellness and inclusion for Maori and Pacific patients and staff. |
| Leads and undertakes Perioperative Directorate and Auckland DHB portfolio responsibilities as required. |
### Evidence based practice:

- Is responsible for expanding evidence based nursing practice within Perioperative Directorate and Auckland DHB through primary research, dissemination of evidence, education and practice.
- Critically analyses data to improve clinical effectiveness and the appropriate use of resources.
- Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient/client care.
- Provides professional leadership and management of projects, which enhance nurses’ understanding of clinical effectiveness through an evidence-based approach.
- Works to ensure the recommended best practice guidelines/policies are research based and relevant in Perioperative Directorate and Auckland DHB.
- Leads nursing research within Perioperative Directorate and contributes to nursing research across Auckland DHB that contributes to practice development and effective clinical practice.
- Promotes and facilitates an environment where nursing research can be undertaken within Perioperative Directorate and Auckland DHB.
- Participates in interdisciplinary research that contributes to practice development and effective clinical practice.
- Assists in the creation of research fellowships and supervision of higher degree students and clinical staff conducting research.
- Facilitates collaboration with tertiary education providers and other professional bodies to enhance/develop joint nursing research opportunities.
- Leads the development and monitoring of clinical outcomes.
Continuous quality improvement:

- Leads the Perioperative Directorate and Auckland DHB Nursing Quality processes.
- Is a core member of the Auckland DHB quality improvement committees such as infection prevention and control steering group and falls and pressure injury prevention working group.
- Develops and promotes a culture of continuous quality improvement within Perioperative Directorate and Auckland DHB.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Leads the use of the quality cycle to initiate practice improvement within Perioperative Directorate and Auckland DHB.
- Leads the development of strategic and operational continuous quality improvement plans.
- Leads the investigations into Datix incidents and leads the implementation of subsequent recommendations.
- Promotes a collaborative team approach to continuous quality improvement.
- Assists in the implementation of nursing and midwifery practice and models of care appropriate to patient/client population needs.
- Identifies barriers and solutions to access for patient/client, family or whanau.
- Assists in the implementation and management of initiatives to address differential access to healthcare services for Māori.
- Leads projects that enhance the clinical implementation of evidence-based practice.
- Identifies and acts to minimise organisational risk.
- Participates in the sentinel event process using the quality cycle to initiate practice improvement.

Patient Case Management:

- Uses advanced nursing knowledge and skills to assess, plan, implement and evaluate patients and family/Whanau health needs.
- Collaborates and communicates with extended multidisciplinary team to co-ordinate and negotiate care working across health care settings to achieve best health outcomes.
- Monitors clinical outcomes/indicators and manages variance to clinical pathway, protocols or best practice guidelines.
- Accurately documents assessments of patient’s health status, diagnosis, and decisions made regarding interventions.

Education and clinical teaching:

- Models expert clinical skills within Operating Rooms.
• Analyse and evaluates nursing and organisational learning needs.
• Is an organisational resource providing expert advice and best practice recommendations to all health care professionals in a range of healthcare settings.
• Facilitates and participates in case review and critical incidents debriefing as able.
• Demonstrates skilled mentoring/coaching, teaching and supervision of nursing staff and other health professionals.

Professional development and clinical competency:

• Leads professional conduct by example.
• Practices in accordance with legal, ethical, culturally safe and professional standards.
• Maintains own expertise and knowledge in current area of practice.
• Pro-actively participates in own performance development and review.
• Continues to develop and improve own qualifications and practice in relation to role.
• Attends educational opportunities/conferences relevant to Nurse Consultant role and area of expertise.

Relationships:

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
<th>Committees/Groups</th>
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<tbody>
<tr>
<td>University of Auckland</td>
<td>Perioperative interprofessional team</td>
<td>Senior nursing groups</td>
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<tr>
<td>NZ Nursing Council</td>
<td>Leadership of the directorate and DHB</td>
<td>Clinical Board</td>
</tr>
<tr>
<td>Other DHBs</td>
<td>Nurse Consultant – perianaesthesia</td>
<td>Quality Committees</td>
</tr>
<tr>
<td>Other tertiary education organisations</td>
<td>Multi-disciplinary healthcare professionals.</td>
<td>Quality Groups</td>
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<tr>
<td>NZ Guidelines Group</td>
<td></td>
<td>Clinical management teams</td>
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<tr>
<td>Professional bodies and associations</td>
<td></td>
<td>Other nursing groups as required</td>
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<tr>
<td></td>
<td></td>
<td>Multidisciplinary groups as required.</td>
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Person specifications:

<table>
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<tr>
<th>Education and Qualifications</th>
<th>Essential</th>
<th>Desired</th>
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<tbody>
<tr>
<td>New Zealand nursing registration</td>
<td>• New Zealand nursing registration</td>
<td>• PhD/Doctorate</td>
</tr>
<tr>
<td>Masters degree in nursing, health or equivalent or working towards</td>
<td>• Masters degree in nursing, health or equivalent or working towards</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Leadership, management and communication skills</td>
<td>Research management experience</td>
</tr>
<tr>
<td>Experience/Knowledge</td>
<td>Expert intraoperative nursing skills</td>
<td>Strategic planning and</td>
</tr>
<tr>
<td></td>
<td>Project management experience</td>
<td></td>
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Welcome Haere Mai | Respect Manaaki | Together Tūhono | Aim High Angamua
- Research skills including data analysis and critical appraisal skills
- Ability to facilitate and manage change at a local level
- Knowledge and understanding of the Treaty of Waitangi and implications in nursing practice
- Knowledge of nursing and midwifery professional development issues
- Knowledge of quality improvement systems and processes
- Policy and guideline development and implementation
- Systematic review skills

<table>
<thead>
<tr>
<th>Organisational competencies</th>
<th>Description</th>
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</table>
| **Leadership**             | - Ability to develop and communicate a vision for the future, inspiring commitment to the goals of the organisation/team.  
- Ability to operationalise the vision and values and help to facilitate change.  
- Is able to work with others, within and outside of nursing and midwifery, to draw together a range of perspectives. |
| **People Management**      | - Provides objective feedback and support with evidence based practices.  
- Able to recognise and acknowledge achievements of others.  
- Ability to bring people with them even in times of change. |
| **Teamwork**               | - Collaborates with other key players and work groups to achieve objectives.  
- Seeks out opportunities to support others in achieving goals.  
- Actively contributes to and accepts consensus decisions.  
- Recognises and respects individual differences. |
| **Bicultural Approach**    | - Understands the significance of the Treaty of Waitangi.  
- Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Māori. |
| **Self Management**        | - Sets high personal standards and strives to achieve stretching goals  
- Displays drive and energy and persists in overcoming obstacles.  
- Is proactive and displays initiative.  
- Is resilient to change |
• Understands personal limitations
• Can work to deadlines to achieve outcomes

**Patient/client/population focused**
• Takes action to fully comprehend the needs of patient/client populations.
• Actively promotes such needs and priorities.

**Communication/Interpersonal Skills**
• Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.
• Actively listens, drawing out information and checking understanding.
• Empathises with others and considers their needs and feelings.
• Creates opportunities to network internally and externally.

**Innovation**
• Actively questions old ways of doing things, thinks outside the square and develops creative and effective solutions to improve outcomes.
• Applies skilled analysis and sound reasoning in problem solving/decision making.

**Flexibility**
• Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.

**Planning and Monitoring**
• Uses action plans to accomplish goals, establishes timeframes and can realistically allocate resources.
• Identifies and removes barriers.
• Able to monitor progress and address problems to achieve outcomes.

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### Working for Auckland DHB – Expectations of Employees

#### Citizenship
All employees are expected to contribute to the innovation and improvement of Auckland DHB as an organisation. This means:
• Using resources responsibly.
• Models Auckland DHB values in all interactions.
• Maintaining standards of ethical behaviour and practice.
• Meeting Auckland DHB’s performance standards.
• Participating in organisation development and performance improvement initiatives
• Helping to develop and maintain Māori capability in Auckland DHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
• Raising and addressing issues of concern promptly.

#### The Employer and Employee Relationship
We have a shared responsibility for maintaining good employer/employee relationships. This
means:
- Acting to ensure a safe and healthy working environment at all times.
- Focusing our best efforts on achieving Auckland DHB’s objectives.

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

**Consumer/Customer/Stakeholder Commitment**
All employees are responsible for striving to continuously improve service quality and performance. This means:
- Taking the initiative to meet the needs of the consumer/customer/stakeholder.
- Addressing our obligations under the Treaty of Waitangi.
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe.
- Keeping the consumer/stakeholder informed of progress.
- Following through on actions and queries.
- Following up with the consumer/customer/stakeholder on their satisfaction with the services.

**Professional Development**
As the business of Auckland DHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:
- Undertaking professional development.
- Applying skills to a number of long and short term projects across different parts of the organisation.
- Undertaking such development opportunities as Auckland DHB may reasonably require.