## POSITION DESCRIPTION

### Position details:

<table>
<thead>
<tr>
<th>Title:</th>
<th>Nurse Educator</th>
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<tr>
<td>Department:</td>
<td>Paediatric Simulation Programme, Starship Child Health</td>
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<tr>
<td>Reports to:</td>
<td>Simulation Programme Manager</td>
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<td>Date:</td>
<td>Nov 2018</td>
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### Purpose of position:

The Nurse Educator – Simulation Starship Child Health role is responsible for promoting, facilitating and providing simulation based training to maximise health care delivery, enhance patient outcomes, and promote clinical excellence and evidenced-based professional nursing practice.

### Service description

- The Starship Simulation Programme is delivered to multidisciplinary teams.
- The area of advanced nursing speciality practice is the acute care setting.
- The Starship Simulation Programme is based in Starship Child Health Directorate and provides outreach simulation based training within Starship Child Health and throughout ADHB and New Zealand.
- The anticipated outcomes of the programme are the promotion of learning through simulation based activities resulting in systems improvement, enhanced multidisciplinary teamwork and clinician confidence leading to enhanced patient safety.
- As a senior nurse, this role also has a responsibility for improving the quality of professional nursing practice and safe guarding high standards of care in ADHB by supporting an environment in which excellence in clinical care can flourish.

Note: The service description must be approved by the relevant nurse leader.
# Key accountabilities:

**Nurse Educator Simulation**

### Domain One: Professional responsibilities

Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate judgement and accountability for own actions and decisions.

### Demonstrates clinical and professional leadership:

- Participates in the delivery of the Starship Simulation Programmes, inclusive of insitu delivery, programme evaluation and safety of the area post workshop.
- Applies critical reasoning and professional judgement to nursing practice issues / decisions.
- Fosters the provision of positive patient / client outcomes and person-centred/family-centred care.
- Contributes to the development of integrated service delivery across the continuum of care.
- Identifies situations of clinical and organisational risk and take appropriate actions to ensure a safe environment for patients / clients, families / whanau and staff.
- Leads professional conduct by example.
- Undertakes or leads specific service or organisational portfolio responsibilities as required.
- Contributes to strategies that facilitate nursing recruitment, retention and succession planning.
- Fosters the implementation of organisational and nursing goals and values.
- Promotes ADHB as a centre of excellence for nursing practice.

### Professional development and competency

- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Participates in professional supervision as required.
- Maintains professional portfolio and annual practice registration
- Pro-actively participates in own performance development and review.
- Attend educational opportunities/conferences relevant to Nurse Educator role and scope of practice.
- Practices in accordance with legal, ethical, culturally safe and professional standards.
### Domain Two: Management of nursing care

Includes accountability related to the patient/client assessment and management of nursing care that is supported by nursing knowledge and evidenced based research.

- Maintain the ability to provide direct care and use advanced nursing knowledge and skills to assess, plan, implement and evaluate patients/clients/family/whanau health needs.
- Identifies barriers and solutions to access for patient/client, family or whanau.
- Accurately documents assessments of patients/clients' health status, diagnosis and decisions made regarding interventions and referrals or follow-up.
- Participates in case review and debriefing activities as required.

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<tr>
<th>Welcome Haere Mai</th>
<th>Respect Manaaki</th>
<th>Together Tūhono</th>
<th>Aim High Angamua</th>
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Domain Four: Inter-professional health care and quality improvement

Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the health care team.

Continuous quality improvement

- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Contributes to projects and research that enhance the clinical implementation of evidence-based practice.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Reviews and develops clinical standards / protocols and policies and facilitates clinical audits processes.
- Works in collaboration with other relevant nursing leaders to define and implement the strategies that support quality improvement.
- Assists in the implementation of nursing practice and models of care appropriate to patient / client population needs.
- Assists in the implementation and management of initiatives to address differential access to healthcare services for Maori and high needs populations.
- Participates in the development of strategic and operational service plans.

Evidence based practice

- Participates in research activities associated with simulation.
- Promotes safe practice which is aligned to evidence and Starship Clinical Guidelines.
- Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient / client care.
• Works to ensure that recommended best practice guidelines / policies are research based and relevant across the organisation.
• Contributes to and participates in ADHB and national policy development.

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<tr>
<th>External</th>
<th>Internal</th>
<th>Committees / Groups</th>
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</table>
| • Other DHB’S  
• Primary Health Care Providers  
• University Of Auckland  
• Other Tertiary Education Providers  
• NZ Nursing Council  
• Professional Bodies & Associations  
• Health And Social Support Agencies  
• Consumer Advocates & Agencies.  
• Boston Simulation Program  
• Other DHB Nurse Educators and simulation experts. | • Directors of Child Health  
• Nurse Director  
• Other senior nurses  
• Nursing & midwifery workforce  
• Multidisciplinary teams  
• Professional Development Advisor  
• Clinical Service Directors and Clinical Leads  
• Senior management  
• Allied Health professionals  
• Kai Atawhai / cultural support staff | • Quality Groups  
• Nurse Educators groups  
• Clinical management teams  
• Other nursing groups as required  
• Specific projects and committees that impact directly on nursing  
• Specialty practice forums |

Person specifications:

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<th>Essential</th>
<th>Desired</th>
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| **Education and Qualifications**  
• New Zealand nursing registration  
• Postgraduate certificate / diploma in specialty nursing practice. | • Masters degree |
| **Experience / Knowledge**  
• Leadership and patient / client management skills  
• Clinical teaching/academic experience and programme development ability.  
• Practice assessment, appraisal and feedback skills.  
• Knowledge of quality improvement | • Education experience  
• Simulation expertise  
• Debriefing  
• Education planning  
• Research skills including data analysis and critical appraisal skills and clinical audit |
• Ability to facilitate and manage change at a local level
• Knowledge and understanding of the Treaty of Waitangi and implications in nursing practice.
• Advanced specialty knowledge and practice expertise.
• Minimum Level 4 practice.
• Paediatric acute and/or high acuity care setting experience
• Knowledge of nursing professional development issues

• Experience in multi-disciplinary clinical teaching.
• Strategic planning and policy development skills
• Understanding of government health policy
• Project management experience

Individual competencies

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| **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** | • Leads, communicates expectations and agreed goals, provides ongoing feedback and objectively evaluates performance.  
• 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 Maori. |
| **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. |

**WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES**

**CITIZENSHIP**

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, 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 ADHB’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 ADHB 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 ADHB may reasonably require