Position Description

Position Details

<table>
<thead>
<tr>
<th>Title</th>
<th>Nurse Educator – EN Nurse &amp; Student Development</th>
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<tbody>
<tr>
<td>Reports to</td>
<td>Deputy Chief Nursing Officer</td>
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<tr>
<td>Location</td>
<td>Manawa Awhi/Nursing Development Unit</td>
</tr>
<tr>
<td>Authorised by</td>
<td>Chief Nursing Officer</td>
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<tr>
<td>Date</td>
<td>October 2019</td>
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Primary Function

The Nurse Educator is responsible for promoting, facilitating and providing clinical education to maximise health care delivery, enhance patient outcomes, and promote clinical excellence and evidenced-based professional nursing practice across the Auckland District Health Board.

Key Accountabilities

Key Result Area | Expected Outcomes/Performance Indicators

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:
- 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 / whānau 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.

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- 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.

<table>
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<tr>
<th>Domain Two: Management of nursing care</th>
<th>Patient care management / care coordination</th>
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<tbody>
<tr>
<td>Includes accountability related to the patient/ client assessment and management of nursing care that is supported by nursing knowledge and evidenced based research.</td>
<td>Maintain the ability to provide direct care and use advanced nursing knowledge and skills to assess, plan, implement and evaluate patients / clients / family / whānau health needs.</td>
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<tr>
<td></td>
<td>Identifies barriers and solutions to access for patient / client, family or whānau.</td>
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<tr>
<td></td>
<td>Accurately documents assessments of patients / clients health status, diagnosis and decisions made regarding interventions and referrals or follow-up.</td>
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<td>Participates in case review and debriefing activities as required.</td>
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<th>Domain Three: Interpersonal relationships</th>
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<td>Includes accountability for interpersonal and therapeutic communication with clients/ patients and members of the health care team.</td>
<td>Promotes effective teamwork and collaborative relationships within the multi-disciplinary team and across health care settings to achieve best health outcomes.</td>
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<tr>
<td><strong>Education and clinical teaching</strong></td>
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<tr>
<td>Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals.</td>
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<tr>
<td>Acts as a nursing resource providing expert advice and education to nursing staff and other health care professionals / family / whānau within scope of speciality practice.</td>
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<tr>
<td>Identifies and supports staff education and professional development based on knowledge of service needs and aligned with ADHB strategic direction.</td>
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<tr>
<td>Plans and develops education and training programmes and opportunities responsive to current and future learning needs across the HBO and ADHB for area of speciality nursing practice.</td>
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<tr>
<td>Supports the development of nursing staff in all areas of nursing assessment, clinical examination and planning, implementing, delegating and evaluating care.</td>
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<td>Utilises best practice principles of teaching and learning</td>
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to ensure integration and effectiveness of learning in clinical practice.

- Contributes to performance appraisal, portfolio assessment, competency development and advancement through levels of practice/ Professional Development Plan.
- Ensures new employees are orientated and supported during their introduction to ADHB.
- Contributes to undergraduate and postgraduate nursing education and programme development and evaluation as able.
- Models expert nursing skills within the clinical practice area.
- Works collaboratively with Nurse Educators (within ADHB and other DHB’s/ health care providers) to plan and deliver staff education and professional development programmes.

### 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

- 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.
### Service Description

- Contributing to the implementation of strategic objectives for the nursing workforce development in ADHB
- Support directorates to build capacity and capability for Enrolled Nursing workforce
- Provide oversight of student placements, including RN, EN and HCAs to help build the future nursing graduates at ADHB
- Providing clinical support, supervision and mentorship to undergraduate students and new graduate nurses by way of the Nurse Entry to Practice (NEtP) programme and to support potential development of a Enrolled Nurse Support into Practice programme (ENSIPP)
- Supporting and providing leadership for the growth of the ADHB Preceptorship Programme
- Building and supporting Enrolled Nurse and student workforce relationships
- Providing support in key initiatives lead by the Deputy Chief Nurse and Manawa Awhi/nursing development unit
- Partnering with the Manawa Awhi/Nursing Development Unit to accelerate career pathways for Enrolled Nurse and the student nurse Workforce

### Authorities

<table>
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<tr>
<th>Direct Reports</th>
<th>NIL</th>
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| Budget Accountability (if applicable) | NIL |

### Relationships

#### External

- 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

#### Internal

- Nursing & midwifery workforce
- Other senior nurses
- Nursing & Midwifery Leadership
- Professional Development Advisor
- Centre for Evidenced-based Nursing Aotearoa (CEBNA)
- Clinical Leader(s) & Directors
- Senior management

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| Committees/Groups | • Allied Health professionals • 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 Specification

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<th>Essential</th>
<th>Desired</th>
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<tr>
<td><strong>Education &amp; Qualifications</strong></td>
<td>• New Zealand nursing registration</td>
<td>• Master’s degree</td>
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<td>• Postgraduate certificate / diploma in specialty nursing practice.</td>
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<tr>
<td></td>
<td>• Working towards completion of Master’s degree in nursing or health related area.</td>
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### Experience/Knowledge

|                         | Leadership and patient / client management skills                           | Research skills including data analysis and critical appraisal skills and clinical audit |
|                         | Clinical teaching/academic experience and programme development ability.    | Experience in multi-disciplinary clinical teaching.                     |
|                         | Practice assessment, appraisal and feedback skills.                        | Strategic planning and policy development skills                        |
|                         | Knowledge of quality improvement processes and principles                   | Understanding of government health policy                               |
|                         | Ability to facilitate and manage change at a local level                    | Project management experience                                          |
|                         | Knowledge and understanding of the Treaty of Waitangi and implications in nursing practice. |                                                                        |
|                         | Advanced specialty knowledge and practice expertise.                       |                                                                        |
|                         | Minimum Level 4 practice.                                                  |                                                                        |
|                         | Knowledge of nursing professional development issues                       |                                                                        |

### Critical Competencies

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<tr>
<th>Competency</th>
<th>Description</th>
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<tr>
<td>Leadership</td>
<td>• Ability to develop and communicate a vision for the future, inspiring commitment to the goals of the organisation / team.</td>
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| | 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 on-going 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 Auckland DHB – 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
- Modelling 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 Maori 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