Position details:

<table>
<thead>
<tr>
<th>Title:</th>
<th>Nurse Educator – Reablement Services</th>
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</thead>
<tbody>
<tr>
<td>Reports to:</td>
<td>Nurse Unit Manager</td>
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<tr>
<td>Reports professionally to:</td>
<td>Nurse Director</td>
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<tr>
<td>Date:</td>
<td>October 2016</td>
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</tbody>
</table>

Purpose of position:

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

Service description

- This role will support all adult patients within the Reablement service
- This role requires expert clinical assessment skills, ability to plan care for complex patients and support and lead complex discharge plans
- The role will be based within the Reablement in-patient services and will span the care continuum into community and primary health care
- This role will work in an integrated model with community-based health care providers
- This role will support the improvement of care outcomes for socially, culturally and clinically complex patients
- This role will work collaboratively with the wider health care team to ensure clinical service delivery plans are achieved

Key accountabilities:

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
- Contributes to the development of integrated service delivery across the continuum of care.
- Identifies situations of clinical and organisational risk and takes 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.
- Attends educational opportunities/conferences relevant to Nurse Educator role and scope of practice.
- Practices in accordance with legal, ethical, culturally safe and professional standards.

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**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.

**Patient care management / care coordination**
- 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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**Domain Three: Interpersonal relationships**
Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.
- Promotes effective teamwork and collaborative relationships within the multi-disciplinary team.
and across health care settings to achieve best health outcomes.

**Education and clinical teaching**

- Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals.
- Acts as a nursing resource providing expert advice and education to nursing staff and other health care professionals / family / whanau within scope of speciality practice.
- Identifies and supports staff education and professional development based on knowledge of service needs and aligned with ADHB strategic direction.
- 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.
- Supports the development of nursing staff in all areas of nursing assessment, clinical examination and planning, implementing, delegating and evaluating care.
- Utilises best practice principles of teaching and learning 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.

Relationships:

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
<th>Committees / Groups</th>
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<tbody>
<tr>
<td>• Other DHB’s</td>
<td>• Nursing &amp; midwifery workforce</td>
<td>• Quality Groups</td>
</tr>
<tr>
<td>• Primary health care</td>
<td>• Other senior nurses</td>
<td>• Nurse Educators groups</td>
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<tr>
<td>providers</td>
<td>• Nursing &amp; Midwifery Leadership</td>
<td>• Clinical management teams</td>
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<tr>
<td>• University of Auckland</td>
<td>• Professional Development Advisor</td>
<td>• Other nursing groups as required</td>
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<tr>
<td>• Other tertiary education providers</td>
<td>• Centre for Evidenced-based Nursing Aotearoa (CEBNA)</td>
<td>• Specific projects and committees that impact directly on nursing</td>
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<tr>
<td>• NZ Nursing Council</td>
<td>• Clinical Leader(s) &amp; Directors</td>
<td>• Specialty practice forums</td>
</tr>
<tr>
<td>• Professional bodies &amp;</td>
<td>• Senior management</td>
<td></td>
</tr>
<tr>
<td>associations</td>
<td>• Allied Health professionals</td>
<td></td>
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<tr>
<td>• Health and social</td>
<td>• Kai Atawhai / cultural support staff</td>
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<tr>
<td>support agencies</td>
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<tr>
<td>• Consumer advocates &amp;</td>
<td></td>
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<tr>
<td>agencies</td>
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Person specifications:

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<th>Essential</th>
<th>Desired</th>
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<tr>
<td><strong>Education and Qualifications</strong></td>
<td>• New Zealand nursing registration</td>
<td>• Masters degree</td>
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<tr>
<td></td>
<td>• Postgraduate certificate / diploma in specialty nursing practice.</td>
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<tr>
<td></td>
<td>• Working towards completion of Masters degree in nursing or health related area.</td>
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<tr>
<td><strong>Experience / Knowledge</strong></td>
<td>• Leadership and patient / client management skills</td>
<td>• Research skills including data analysis and critical appraisal skills and clinical audit</td>
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<td></td>
<td>• Clinical teaching/academic experience and programme development ability.</td>
<td>• Experience in multidisciplinary clinical teaching.</td>
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<td></td>
<td>• Practice assessment, appraisal and feedback skills.</td>
<td>• Strategic planning and policy development skills</td>
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<td></td>
<td>• Knowledge of quality improvement processes and principles</td>
<td>• Understanding of government health policy</td>
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<td></td>
<td>• Ability to facilitate and manage change at a local level</td>
<td>• Project management experience</td>
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<td></td>
<td>• Knowledge and understanding of the Treaty of Waitangi and implications in nursing practice.</td>
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<td></td>
<td>• Advanced specialty knowledge and practice expertise.</td>
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<td></td>
<td>• Minimum Level 4 practice.</td>
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<td></td>
<td>• Knowledge of nursing professional development issues</td>
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**Individual competencies**

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<th>Description</th>
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<td><strong>Leadership</strong></td>
<td>• Ability to develop and communicate a vision for the future, inspiring commitment to the goals of the organisation / team.\n• Ability to operationalise the vision and values and help to facilitate change.\n• Is able to work with others, within and outside of nursing and midwifery, to draw together a range of perspectives.</td>
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<tr>
<td><strong>People Management</strong></td>
<td>• Leads, communicates expectations and agreed goals, provides ongoing feedback and objectively evaluates performance.\n• Able to recognise and acknowledge achievements of others.\n• Ability to bring people with them even in times of change.</td>
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<tr>
<td><strong>Teamwork</strong></td>
<td>• Collaborates with other key players and work groups to achieve objectives.</td>
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</table>
| **Bicultural Approach** | - Seeks out opportunities to support others in achieving goals.  
- Actively contributes to and accepts consensus decisions  
- Recognises and respects individual differences.  
- 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  
- Takes action to fully comprehend the needs of patient / client populations.  
- Actively promotes such needs and priorities. |
| **Patient / client / population focused** | - 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.  
- 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.  
- Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.  
- 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. |
| **Communication / Interpersonal Skills** | - Identifies and removes barriers.  
- Able to monitor progress and address problems to achieve outcomes. |