Position Description

Position Details

<table>
<thead>
<tr>
<th>Title</th>
<th>Starship Community Nurse</th>
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<tr>
<td>Reports to</td>
<td>Locality Lead</td>
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<tr>
<td>Location</td>
<td>Greenlane Clinical Centre</td>
</tr>
<tr>
<td>Authorised by</td>
<td>Nurse Director</td>
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<tr>
<td>Date</td>
<td>September 2018</td>
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Primary Function

To meet the needs of children, young people and their family/whānau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive holistic assessment, ensures continuity and integration into services. Care is whānau centred, culturally sensitive and evidence-based.

Service Descriptor

- The Starship Community Nurse – will work with children and young people and their family/whānau and as part of a multidisciplinary team.
- Area of clinical practice is Community Nursing with a focus on children and young people from 0 – 18 years in all associated diagnostic groups. This includes well child, prevention, primary and secondary nursing provision. Care is delivered within a variety of settings; homes, early childhood centres and schools.
- The Starship Community team are based at Greenlane and work within three virtual localities across the Auckland DHB boundaries.
- There is integration and collaboration intersectorially and with primary, secondary and tertiary health services.
- The anticipated outcomes are enhanced child and family/whānau experience through well-coordinated culturally grounded holistic approach to care/intervention and integration of appropriate services which are easily navigated. Improved health engagement and outcomes for children and young people with high health and social needs. Nursing contribution to the elimination of inequities in achieving health and well-being outcomes for Māori and other priority populations with high health and/or social need.
### Key Accountabilities

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<tr>
<th>Key Result Area</th>
<th>Expected Outcomes/Performance Indicators</th>
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| **Domain One - Professional responsibility** | - Practices in accordance with legal, ethical, culturally safe and professional standards.  
- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.  
- Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and children and young people’s care.  
- Ensures correct delegation and supervision of Community Support Workers.  
- Participates in peer review/feedback.  
- Pro-actively participates in own performance development and review.  
- Attends educational opportunities relevant to staff nurse role and scope of practice. |
| **Domain Two - Management of nursing care** | - Uses nursing knowledge and skills to assess, plan, implement and evaluate children and young people and their family/whānau health needs.  
- Provides direct nursing care for children and young people to achieve best health outcomes.  
- Evaluates clinical outcomes and reports variance to clinical pathway, protocols or best practice guidelines.  
- Educates and provides information to children and their family/whānau to improve knowledge of disease/illness, self-management and prevention of complications and promotion of recovery.  
- Participates in health promotion activities.  
- Contributes to effective discharge planning and/or referral processes to health care providers and interagencies to meet identified health needs.  
- Accurately documents assessments of patients/clients health status, diagnosis and response to nursing and others interventions and treatments.  
- Applies diagnostic reasoning and professional judgement to nursing practice issues/decisions.  
- Role models culturally safe and whānau centred nursing practice.  
- Fosters the provision of positive children and young people outcomes and whānau-centred care. |
| **Domain Three - Interpersonal relationships** | - Collaborates and communicates with multidisciplinary team and interagencies to co-ordinate care to achieve best health outcomes. |
- Promotes effective teamwork and collaborative relationships within the multi-disciplinary team, and interagencies.
- Fosters the implementation of organisational and nursing goals and values.
- Promotes ADHB as a centre of excellence for nursing practice.

### Domain Four - Interprofessional healthcare and quality improvement

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients, families/whānau and staff.
- Contributes to evidence based nursing practice in specialty area.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards / protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in the implementation of nursing models of care appropriate to patient/client population needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Maori and other priority groups.
- Acts to identify and minimise organisational risk.
- Contributes to and participates in ADHB policy development.
- Participates in case review and debriefing activities as required.

### Matters Which Must Be Referred To Locality Lead

- Staff performance issues
- Family violence
- Child protection concerns
- Issues that impact on the quality or safety of care provided to patients and their families and whānau
- Complaints or incidents

### Relationships

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<tr>
<th>External</th>
<th>Children, young people and their family/whānau</th>
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<tr>
<td></td>
<td>Schools and early childhood centres</td>
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<td></td>
<td>Health and social support agencies</td>
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<td></td>
<td>Consumer advocates &amp; agencies</td>
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<tr>
<td>Other DHB's</td>
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<tr>
<td>Primary health care providers</td>
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<td>Interagencies</td>
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**Internal**

- Locality Lead, Interdisciplinary Team
- Senior Nurses
- Service Clinical Director
- Operations Manager
- Nurse Director
- Allied Health professionals
- Kai Atawhai / cultural support staff / Community Support Workers

**Committees/Groups**

- Service quality groups
- Nursing Governance
- Other nursing groups as required
- Specific projects and committees that impact directly on nursing

## Person Specification

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<th>Education &amp; Qualifications</th>
<th>Essential</th>
<th>Desired</th>
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<tr>
<td>RGN; RGON; RPN; RCPn with or without BN or BHSc (Nursing)</td>
<td>Full New Zealand drivers licence</td>
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**Professional**

- Registration with Nursing Council (NZ) and evidence that they are competent to practice within the Registered Nurse scope of practice.

**Experience/Knowledge**

- Community Experience
- Child Health experience

## Critical Competencies

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<th>Competency</th>
<th>Description</th>
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| **Teamwork** | - Collaborates with fellow team members 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 goals  
|                                                                                   | • Is proactive and displays initiative.  
|                                                                                   | • Is resilient to change  
|                                                                                   | • Understands both personal and professional limitations  
|                                                                                   | • Understands professional boundaries and code of conduct  
|                                                                                   | • Can work to deadlines to achieve outcomes |
| Patient/client/ population focused                                               | • Develops positive working relationships with patients/consumer, treating  
|                                                                                   | them respectfully and as a first priority. |
| Communication/ Interpersonal Skills                                              | • Expresses information effectively and accurately, 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. |
| Innovation                                                                       | • Participates in group/unit discussions that review current practice. |
| Flexibility                                                                       | • Within the scope of Registered Nurse practice meet the changing needs of patients.  
|                                                                                   | • Responds positively to requests for help from others |
| Planning and Monitoring                                                           | • Uses action plans to accomplish goals, establishes timeframes and realistically and appropriately allocates resources.  
|                                                                                   | • 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