Clinical Nurse Director Māori, Nursing Position Description

Date: May 2015
Job Title: Clinical Nurse Director - Māori [0.8 fte]

Division: Joint appointment between Auckland DHB and Waitemata DHB

Location: Auckland DHB, and Director of Nursing/Midwifery Waitemata DHB

Reporting To (Line): Chief Advisor Tikanga/General Manager – Māori Health

Reporting To (Professional): Chief Nursing Officer Auckland DHB
In close liaison with the Director of Nursing and Midwifery Waitemata DHB

Direct Reports: None

Functional Relationships with:

Internal
He Kamaka Waiora
Nursing & Midwifery Leaders
Clinical Nurse Director Pacific
Service Managers
Human Resource Teams
Quality Teams
Clinical Governance Groups
Te Matapuna Tai Oranga
Nursing Development Service
WHDHB

External
Schools of Nursing
National Council of Māori Nurses
Primary Health Organisations
Memorandum of Understanding Partners
Kaumatua
New Zealand Nursing Organisation
New Zealand College of Nursing

Works according to the Auckland and Waitemata DHBs purpose and values

Waitemata DHB Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
Auckland DHB Purpose, Values and Standards

Together with our staff and patients we have redefined the values for our organization. These values reflect what staff and patients told us were important. We want everyone who works here to understand how these values, when put into action, will help us focus on how we can do better by our staff and patients. Get to know them. They will, guide us in the way we do things and the decisions we make.

Our Shared Values

at our best - tīhei mauri ora
living our shared values

Welcome | Haere Mai
We see you, we welcome you as a person

Respect | Manaaki
We respect, nurture and care for each other

Together | Tūhono
We are a high performing team

Aim High | Angamua
We aspire to excellence and the safest care

Purpose of this role

This role exists to support Maori nurses in the two District Health Boards develop their capacity and capability to respond to the needs of the communities of Waitemata and Auckland. Advisor to nurse leaders in both DHBs on implementation of Māori paradigms and models of care; nursing components of the Māori Health Workforce Development strategy and tikanga/cultural skills within the nursing workforce.
## KEY ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
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<tbody>
<tr>
<td><strong>Professional Leadership and Expertise</strong></td>
<td>Works with other DHB nurse leaders to promote integrated nursing services and professional development models and frameworks that are culturally safe for Māori.</td>
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<td>Strong proactive clinical presence, articulating expected standards and acknowledging good service provision which contributes to effective clinical governance.</td>
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<td>Carries a clinical workload on a part-time basis as an advanced practitioner. Role models expert clinical practice, excellent communication skills and a variety of effective research/project management/leadership skills.</td>
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<td>Reinforces culturally safe and patient-focused approaches to service delivery through teaching, coaching and practice reviews by role modelling/leading by example and enhancing advanced nursing practice and contributes to the profession locally, regionally and nationally.</td>
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<td></td>
<td>Actively participates in multi-disciplinary clinical governance structure and meetings.</td>
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<td>Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk.</td>
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<td>Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety. Leads project work to support the implementation of the Māori Nursing Workforce Priorities plan in consultation with the general nursing development leaders.</td>
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<td>Role models partnership in the spirit of the Treaty of Waitangi.</td>
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<td>Real change in delivery of health services to incorporate Māori paradigms and models.</td>
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<td>Conduit of information between Clinical Governance Group and Te Mātāpunaparticipation in the nursing workforce are met.</td>
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<p>| Professional Development | Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements. |
|--------------------------| Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards. |
|                          | Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio. |
|                          | Regular professional supervision is received from appropriately qualified personnel. |</p>
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<tr>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
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<td><strong>Management support</strong></td>
<td>Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence</td>
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<td>- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whanau within specialty scope of practice, demonstrating skilled mentoring/coaching, teaching and supervision. May teach at post registration level to enhance evidence based practice</td>
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<td>- Tracks Māori nurse professional development as it contributes to specific services, as well as support individual’s career development</td>
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<td>- Plan/lead initiatives for cultural support to the HWNZ contract specifications</td>
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<td>- Ensure financial investment in Māori nurses reflects effective use of resources</td>
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<td>- Proactively increase Māori nurse leadership capacity and capability</td>
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<td>- Cultural support activity fully utilizes the HWNZ funding and meets the needs of the Māori nurse workforce</td>
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<td>- Monitors research outcomes with respect to implementing best practice. Implements evidence-based initiatives to improve practice and clinical outcomes. Initiates clinical research to evaluate practice outcomes</td>
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<th>Domain Three</th>
<th>Interpersonal relationships and enhancing the patient experience</th>
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<td><strong>Relationship Building</strong></td>
<td>Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.</td>
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<td>- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships</td>
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<td>- Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.</td>
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<td>- Positive and constructive relationships with key stakeholders are established and maintained especially</td>
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<td>- MOU Partners and PHOs</td>
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<td>- Chief Nursing Officer and Director of Nursing/Midwifery</td>
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<td>- A culture of partnership building is fostered with all key stakeholders, underpinned by living the organisations values and Māori values</td>
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## Domain Four: Interprofessional healthcare and quality improvement to deliver organisational objectives

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

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<tr>
<th>Supports Professional Activity</th>
<th>Quality Improvement</th>
<th>Service Development</th>
<th>Research &amp; Audit; Evidence based practice</th>
<th>Workplace Health &amp; Safety</th>
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<tbody>
<tr>
<td>• Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.</td>
<td>• Participates as change agent/Leader in guideline and policy development and implementation</td>
<td>• Participates in service development and strategic leadership to enhance the patient experience, application of values in practice. Undertakes/leads specific or organizational portfolio responsibilities.</td>
<td>• Engages locally, regionally and nationally to promote care of Māori. Keeps up-to-date with national/local policy development and change in professional practice and strategy appropriate to Auckland and Waitemata DHBs.</td>
<td>• Recognizes Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies are read and understood and relevant procedures applied to their own work activities. Workplace hazards are identified and reported, including self-management of hazards where appropriate</td>
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<tr>
<td>• Active member of Nursing Executive Leadership Groups and Clinical Governance Groups</td>
<td>• Evaluates/contributes/collaborates to clinical, professional and cultural best practice pathways, protocols and guidelines in specific areas of service delivery</td>
<td>• Advisor/Consultant/Representative roles to ensure Māori nurse input into strategic development, service delivery models, and primary/secondary care integration for specific areas identified in consultation with He Kamaka Waiora</td>
<td>• Confident use of technology. Critiques and uses research findings in practice.</td>
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**VERIFICATION:**

Employee: __________________________
Manager: __________________________ Date: __________

Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.
**PERSON SPECIFICATION**

**POSITION TITLE:** Clinical Nurse Director Maori Nursing

| Education and Qualifications | • RCpN, or RPN. Current APC as Registered Nurse  
|                              | • Essential: Post Graduate Diploma  
|                              | • Preferred: Studying towards/completed Masters in Advanced Nursing Practice |

| Experience | • At least five years post registration practice with reputation for excellence in practice  
|            | • Achieved RN Level 4 or equivalent with current portfolio  
|            | • Experience as an educator/trainer/facilitator  
|            | • Credible role model and positive nursing identity  
|            | • Understands the patient journey across health service providers, with the ability and options to smooth communications and access to services. Current knowledge of the New Zealand health sector, especially an understanding of the issues facing Māori in the Auckland region  
|            | • Demonstrates confident collaborative approach with stakeholders and wider community especially Māori communities.  
|            | • Ability to work well in an inter-disciplinary team, enhancing the capability and contribution of the team  
|            | • Grounding and understanding of: Māori paradigms and Māori models of health/population health care policy and legislation  
|            | • Health services structure and management  
|            | • Confidently articulates understanding of inequalities intervention frameworks  
|            | • Understands Kaupapa Māori research and evaluation methods  
|            | • Advanced strategic thinking skills with evidence of policy development. |

| Skills/Knowledge/Behaviour | • Demonstrated operational management/care coordination skills  
|                           | • Clinical professional leadership  
|                           | • Project management and quality improvement processes  
|                           | • Demonstrated confidence in quality improvement to improve service delivery  
|                           | • Speaks Te Reo Māori confidently or evidence of ongoing learning towards fluency  
|                           | • Is confident in applying tikanga/cultural skills in formal and informal situations  
|                           | • Understanding of inequalities intervention frameworks  
|                           | • Excellent ability to forge new relationships and maintain existing ones  
|                           | • Excellent communication skills with the ability to facilitate meetings and groups, and effectively manage complex situations.  
|                           | • Good teaching/education skills on one-to-one and in group learning  
|                           | • Able to work autonomously and/or foster effective team work. Meets imposed and self-imposed deadlines  
|                           | • Good report writing skills and strong presentation skills |

| Personal Attributes | Leadership  
|                     | People management  
|                     | Teamwork  
|                     | Cultural safety  
|                     | Self-management  
|                     | • Proactive attitude  
|                     | • Excellent communicator  
|                     | • Articulate, good presentation skills  
|                     | • Self-directed and motivated |
Clinical Nurse
Director Maori
Nursing Position
Description

Patient/client population focused
Communication / interpersonal skills
Innovation
Flexibility
Planning and monitoring

- Strong teamwork reputation, confident collaboration
- Resilience
- Positive professionally mature
- Able to influence without conflict, accepts constructive feedback
- Culturally safe practice

Expectations of employees [based on ADHB requirements]

CITIZENSHIP
All employees are expected to contribute to the innovation and improvement of the District Health Board as an organisation. This means:
- Using resources responsibly
- Models Waitemata DHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting Waitemata DHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in the 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 the 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 the 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 organization
- Undertaking such development opportunities as the DHB may reasonably require