Position Description

Date : December 2019

Job Title : Māori Nurse Educator - Student Support AUT-WAITEMATĀ DHB

Department : Māori Health

Location : AUT North Campus & North Shore and Waitakere sites

Reporting To : Clinical Nurse Director Māori Health operationally to meet service requirements and for the maintenance of professional standards, the development of professional practice and the development of the professional workforce

Head of School of Nursing – AUT

Direct Reports : Nil

Functional Relationships with

Internal
Nurse Educators
Nurse Consultant NWFD - Nursing Development Unit
Māori Health Team
Director of Nursing & Midwifery Educator Group

External
Māori workforce development initiatives, organisations and programmes
Primary health care and NGO services providers
Department Of Nursing AUT
AUT Nursing Students

Our DHB Purpose, Values and Standards

At the heart of Waitematā 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.

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**Our DHB Purpose**
- Promote wellness
- Prevent, cure and ameliorate ill health
- Relieve the suffering of those entrusted to our care

**Our Values**
- Compassionate: for your suffering
- Adaptable, helpful and kind
- Protect your dignity
- Respectful
- Professional

**Our Standards**
- Positive: we can make a difference
- Improve our service and processes
- Clean and safe practice
- Trust, efficient and organised

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**Everyone Matters**
- Welcoming and friendly
- Respect and value each individual
- Speak up for others

**With Compassion**
- Compassionate for your suffering
- Adaptable, helpful and kind
- Protect your dignity
- Respectful
- Professional

**Connected**
- Communicate and keep people informed
- Foster an environment of trust and respect attitude and respect colleagues
- Put patients, whānau, families and community first

**Better, best, brilliant**
- Positive: we can make a difference
- Improve our service and processes
- Clean and safe practice
- Trust, efficient and organised

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Māori Nurse Educator – Student Support AUT-Waitematā DHB

Position Description

Purpose of this role
The Māori Nurse Educator – Student Support is responsible for promoting, facilitating and providing support to nursing students, supporting clinical experience placements within Waitematā DHB and mentorship of AUT Māori nursing students.

KEY ACCOUNTABILITIES

Domain One: Professional responsibility
Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions.

Professional Leadership
• Develop local and regional relationships required to implement Māori nursing objectives.
• Provide support in key initiatives lead by the Clinical Nurse Director Māori.
• Inform and empower Māori nurses in funding applications.
• Meets all registered nurse PDRP competencies
• Leads professional conduct by example. Practices in accordance with legal, ethical, professional and culturally safe guidelines.
• Maintains own expertise and knowledge in a current area of nursing practice.
• Pro-actively participates in own performance development and review.
• Continues to develop and improve own qualifications and practice in relation to role.
• Attends educational opportunities/conferences relevant to the role.
• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards
• Promotes a quality practice environment that supports the health professional’s ability to provide safe, effective and ethical nursing practice
• Role models expectations and reinforces systems and processes to ensure clinical standards and values are evident in service delivery
• Role models support of kaupapa Māori methodology and a te Ao Māori approach to nursing practice
• Demonstrates the establishment and embedding of a reflective practice which role-models to students how to navigate systemic and cultural barriers in a way that supports and sustains ongoing effective nursing practice.

Domain Two: Management of nursing care
Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence.

Professional Development and Competencies
• Promotes culturally safe practices in the nursing workforce.
• Works with Clinical Nurse Director Māori (Waitematā DHB) and Programme Lead (AUT School of Nursing) to develop strategies to support Māori nursing workforce and professional development
• Promotes nursing as a career to Māori communities.
Māori Nurse Educator – Student Support AUT-Waitematā DHB

Position Description

Academic and Clinical teaching

- Utilises the best practice principles of teaching and learning for Māori Students. Works collaboratively between the tertiary education provider and DHB to retain and support Māori students into a career in Nursing.
- Provides coaching, mentorship, pastoral support and supervision for Māori undergraduate students
- Guides and supervises clinical teaching and learning experiences which are evidence-based and reflective of the curriculum.
- Ensure fair and consistent student clinical assessment processes that are aligned with a kaupapa Māori world view.
- Support the planning and implementation of kaupapa Māori based practice experiences for students in health service environments.
- Facilitate constructive relationships with staff where students undertake practice experience
- Contribute to the development of teaching and learning experiences relevant or related to te Tiriti o Waitangi in the Nursing curriculum.

Works alongside nurses and role models good nursing practice in the unit to assess competence

- Can demonstrate a deep understanding of Māturanga Māori, including but not limited to Māori models of health and wellbeing, tikanga and values.
- An ability to live and lead Māori models of health and wellbeing across both organisations in a way which supports students of Nursing to do the same.
- Demonstrates responsibility for ensuring professional practice and conduct meets the standards of the professional, ethical and relevant legislated requirements. Role models use of policies, procedures and professional standards of practice
- Cultural assessment of practice is undertaken for nursing students
- Students are coached to provide health education appropriate to the needs of the client, within a nursing framework

Domain Three: Interpersonal relationships and enhancing the patient experience

Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.

- Demonstrates professional leadership through effective teamwork and collaborative relationships
- Role models advanced communication when establishing, maintaining and concluding relationships with patients, families / whānau
- Role models advanced communication in relationships within the wider interdisciplinary care team.
- Demonstrates strong relationship management skills that result in professional credibility and contribute to enhanced student success and development.
- Uses highly developed communication, change management and leadership skills to support strong morale and spirit in the team.
- Communicates to a wide range of people using reports, meetings, and forums. Clear, formal and informal communication at all levels using a professional, diplomatic and concise approach using oral and written communication. Can get messages across that have the desired effect.
- Demonstrates a non-confrontational approach and an ability to open up communication lines so that issues can be addressed.
- Clearly role models what it is to identify as a Nurse who is Māori and supports other Māori nurses to do the same.

**Domain Four: Interprofessional healthcare and quality improvement**

Includes accountability for evaluating the effectiveness of care and promotion of a kaupapa Māori approach to supporting nursing students within AUT and Waitematā DHB

**Supports Quality Improvement initiatives**

- Actively identifies situations and processes which may reflect culturally unsafe practices or perpetuate health inequities. Communicate and/or escalate such issues appropriately so that they can be addressed in a restorative way.

**Risk Management**

- Participates in processes which ensure the quality of clinical learning experiences for students in health service environments
- Assist educators/services with planning effective clinical learning experiences relevant to stakeholder requirements
- Assist in the development and implementation of initiatives to improve educational outcomes for Māori students
- Copes well in a changing environment, makes decisions without having the complete picture and has the ability to comfortably handle risk and uncertainty.

**Statutory & Treaty of Waitangi obligations**

- Ensures the professional and political integrity of WAITEMATĀ DHB and AUT by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
- Shows sensitivity to cultural complexity in the workforce and patient population

To recognise individual responsibility for workplace Health & Safety under the Health and Safety at Work Act 2015

- Ensures that Health and Safety policies are understood and relevant procedures applied to own work activities.

Contribute to a safe and healthy workplace at WAITEMATĀ DHB by:

- Following & complying with H&S policies & processes & applying them to their own work activities, including using/wearing Personal Protective Equipment as required.
- Participating in activities directed at preventing harm & promoting well-being in the workplace
- Identifying, reporting & self-managing hazards where appropriate
- Early and accurate reporting of incidents at work and raising issues of concern when identified.

**VERIFICATION:**

Employee:  

Department Head:  
Date:  

Waitemata District Health Board - JOB DESCRIPTION - Maori Nurse Educator – Student Support AUT – WDHB.
PERSON SPECIFICATION – Māori Nurse Educator - Student Support AUT – WAITEMATĀ DHB

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<tr>
<th>Specification</th>
<th>Expectations</th>
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| Qualifications     | • Registered Nurse [RCpN, RGON, BHSC] with current annual practicing certificate  
                      • Post graduate education at PG Certificate/Diploma level  
                      • ‘Train the Trainer’ programme. Continued development through post-registration education and learning opportunities |
| Experience         | • Minimum 2 years practice post registration, three years or more preferred.  
                      • Knowledge of te Reo Māori me ōna tikanga  
                      • Reputations for excellence in practice  
                      • Experience in education and clinical teaching.  
                      • Good written and oral communication and presentation skills  
                      • Good understanding and experiences working with Māori nurses, providers and communities  
                      • Current knowledge of nursing professional development issues  
                      • Ability to facilitate change at a strategic level  
                      • Knowledge of quality improvement systems and processes |
| Personal attributes| • Contemporary nursing knowledge and skill – with knowledge of evidence-based practice requirements.  
                      • Dynamic and creative approach to nursing care and education.  
                      • Good communication skills and customer service practices.  
                      • Understanding of and commitment to the principles of the te Tiriti o Waitangi.  
                      • Initiative.  
                      • A positive Nursing identity and commitment to helping nursing practice develop in this organisation.  
                      • Positive manner, able to influence without conflict.  
                      • Calm, even, consistent and mature personality.  
                      • Upholds confidentiality with a reputation for high integrity and discretion.  
                      • Demonstrated confident collaborative approach in team practice.  
                      • Flexible and able to work under direction.  
                      • Sensitive and constructive in responding to the needs of individuals and groups.  
                      • An active listener has a way of valuing everyone’s opinions.  
                      • Committed to excellence in service delivery and continuous quality improvement. |

Personal Attributes

1. Personal Attributes
   • Positive and enthusiastic
   • Possesses a good sense of humour
   • Strong and self-reliant
   • Calm and mature
   • Consistent
   • Realistic
   • Some awareness of the Health and Safety impacts on an organisation
   • Seeks advice and guidance from colleagues and other disciplines as required
   • Self–directed and motivated

2. Teamwork
### Position Description

#### Waitematā DHB

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<th>3. Self-Management</th>
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<tr>
<td>• Recognises and respects individual differences</td>
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<td>• Develops positive working relationships with staff and managers</td>
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<td>• Identifies and seeks to meet their needs.</td>
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<td>• Treats them as first priority</td>
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<td>• Upholds confidentiality, behaves with integrity and discretion</td>
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<td>• Professionally mature</td>
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<th>4. Communication skills</th>
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<tbody>
<tr>
<td>• Very strong written and verbal communication skills</td>
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<td>• Excellent communicator – clear and complete at all times</td>
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<td>• Sets high standards and strives to achieve challenging goals</td>
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<td>• Displays drive and energy and persists in overcoming obstacles</td>
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<td>• Acts as a good health and safety role model to others</td>
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<td>• Acts in a positive manner</td>
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<td>• Copes well under pressure, is resilient to change and understands personal limitations</td>
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<td>• Is proactive and displays initiative</td>
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<td>• Is able to communicate effectively on the phone and via computer and face to face with a variety of people</td>
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<td>• Is able to communicate without engendering conflict</td>
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<th>5. Learning</th>
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<td>• Makes effective decisions within appropriate timeframes and levels of responsibility</td>
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<td>• Knows when to ask for help</td>
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