

 HAWKE'S BAY District Health Board Whakawāteapia	POSITION TITLE	Nurse Educator Mental Health and Addiction Crisis Support (MHACS)		
	DIRECTORATE	Mental Health and Addictions	DEPARTMENT	Mental Health and Addictions
	REPORTING TO (operationally)	Nurse Director	REPORTING TO (professionally)	Nurse Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Mental Health and Addictions Services in the Hawke's Bay District Health Board (HBDHB). This role will support and work in partnership with the wider Nurse Educator group for the provision of training. Staff reporting - Nil			
PURPOSE OF THE POSITION	Building capability and confidence of front-line staff working in the Emergency Department (ED) and other locations i.e. urgent care, for staff to respond assertively to individuals presenting with mental health crisis events. To act as a well-being resource for these staff. The role is intended to support the professional development of clinical, non-clinical and administration staff who interact with individuals (and their whānau or support people) presenting with mental health needs or in distress. The Nurse Educator is responsible and accountable for the development, implementation and evaluation of clinical education and training to maximise health care delivery, enhance service user outcomes, and promote clinical experience and evidence-based professional practice across the inpatient wards.			
	Programme Development <ul style="list-style-type: none"> ▪ Design and implement an education programme based on "Let's get real", the national mental health and addiction workforce framework developed by Te Pou o te Whakaaro Nui, Real skills plus (for young people presenting to ED) and give regard to Every Life Matters- He Tapu te Oranga o ia Tangata: Suicide Prevention Strategy 2019–2029 and Suicide Prevention Action Plan 2019–2024 for Aotearoa New Zealand. ▪ Evaluates education program effectiveness to ensure learning objectives and outcomes are met and develops programme resources that are current, relevant and cost-effective using feedback from staff and managers ▪ Work in collaboration with Maori Health leaders in the development, delivery and evaluation of the education programme to ensure that programs are culturally appropriate and ensure equity of outcomes for Maori. ▪ Work in collaboration with Pacific Health leaders in the development, delivery and evaluation of the education programme to ensure that programs are culturally appropriate and ensure equity of outcomes for Pacific people. Clinical Education / Workforce Development <ul style="list-style-type: none"> ▪ Coordinate/facilitate Mental Health & Addiction (MH&A) education/professional development for staff working in the ED setting. ▪ Deliver educational activities by teaching, facilitating groups, mentoring and the provision of in-services/formal study days. ▪ Foster and maintain a cohesive, positive learning environment ▪ Supports the ongoing development of competency and capability of the nursing and HCA workforce, working closely with Clinical Nurse Managers / Clinical Managers to identify areas of need. ▪ Provides educational advice in complex clinical issues. ▪ Promotes and supports the utilisation of information technology (e.g. Trendcare, ECA, Clinical Portal, etc.) in the clinical area as appropriate. ▪ Participates in auditing effectiveness of education programmes and communicating outcomes within the directorate. ▪ Works collaboratively with other Nurse Educators and clinical staff, to ensure that appropriate programme development and delivery is combined, and consistent. 			

<p>KEY DELIVERABLES</p>	<p>Professional Leadership and Practice Standards</p> <ul style="list-style-type: none"> ▪ Provide professional leadership, maintain and monitor professional practice standards. ▪ Work with the clinical leadership teams to promote safe, confident and competent practice (in line with best practice evidence-based guidelines) ▪ Work with the clinical leadership to ensure cultural competency of staff. This should include Māori responsiveness and other populations of significance in each DHB. <p>Clinical Practice</p> <ul style="list-style-type: none"> ▪ Engages in professional development and ongoing maintenance of continuing competence with a professional development recognition programme (PDRP) portfolio at expert or designated senior nurse level, evidenced within 12 months of commencing within the role. ▪ Individual professional development plan outlined and implemented. ▪ You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager. <p>Service Delivery</p> <ul style="list-style-type: none"> ▪ Work alongside team members to role model compassionate engagement of people in distress <p>Service Improvement</p> <ul style="list-style-type: none"> ▪ Identify education gaps and issues and undertake practice audits. ▪ Identify and support the development of relevant policy, protocols, guidelines and procedures in relation to service improvement opportunities with an emphasis on continuous quality improvement. ▪ Contribute to projects or initiatives that enhance service provision for people experiencing mental health needs or distress and their whānau. ▪ Develop integrated referral pathways for people presenting to ED with mental health needs or distress. <p>Relationship Management</p> <ul style="list-style-type: none"> ▪ Develop and maintain relationships with key stakeholders including people with lived experience of mental illness, addiction or distress 	
<p>HEALTH AND SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> ▪ Not to do anything that puts your own health and safety at risk, ▪ Not to do anything that puts others health and safety at risk, ▪ To follow all health and safety policies and procedures, ▪ To follow all reasonable health and safety instructions, ▪ (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Patients, consumers, tangata whaiora, and their families ▪ Mental Health and Addictions Directorate ▪ The Emergency Department ▪ Nursing and Midwifery workforce ▪ Nursing and Midwifery leadership teams ▪ Chief Nursing and Midwifery Officer ▪ Medical staff ▪ Allied Health staff ▪ Kaitakawaenga and relevant cultural advisors ▪ Education and Development Team ▪ Information Services ▪ All other Mental Health Services 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ External health providers including primary care, non-government organisations health and social support agencies ▪ General Practitioners/Practice Nurses ▪ Nursing Council of New Zealand ▪ National speciality groups ▪ Rural health centres ▪ Training and education providers ▪ Professional bodies and organisations – Te Ao Maramatanga

<p>DELEGATION AND DECISION</p>	<ul style="list-style-type: none"> ▪ Is good at establishing clear directions. ▪ Sets stretching objectives. ▪ Distributes the workload appropriately, laying out work in a well-planned and organised manner. ▪ Maintains two-way dialogue with others on work and results. ▪ Brings out the best in people. ▪ Is a clear communicator.
<p>HOURS OF WORK</p>	<p>40 hours per fortnight – Fixed Term (3 years)</p>
<p>EMPLOYMENT AGREEMENT & SALARY</p>	<p>In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Designated Senior Nurse Scale, grade 4 \$91,899 - \$101,541 gross per annum according to qualifications and experience.</p>
<p>DATE</p>	<p>June 2021</p>
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>Nil</p>
<p>SCOPE & COMPLEXITY</p>	<ul style="list-style-type: none"> ▪ The Nurse Educator will be required to prioritise issues and negotiate timeframes, while still providing high quality education and service support to nursing staff. ▪ Ability to work across services and within different professional groups in facilitating the devliery of evidence based education, training and development.

ESSENTIAL CRITERIA

Qualifications

- Current registration with Nursing Council of New Zealand as Registered Nurse.
- Relevant postgraduate qualification with evidence of ongoing towards master's degree.
- National Certificate in Adult Education or Unit Standard 4098 Use Standards to Assess Candidate Performance

Experience

- At least five years of recent relevant experience with the health care team as a professional resource in specialty/practice area.
- A commitment to quality and excellence.

Business / Technical Skills

- Holds a current annual practising certificate as Registered Nurse.
- Holds a currently assessed nursing portfolio as assessed via an approved Professional Development Recognition Programme (PDRP) at expert or designated senior nurse level.

Key Attributes

- Effective communication skills.
- Positive attitude with problem solving focus.
- A high degree of maturity, stability and self-confidence.
- Clinical role model.
- Supports, encourages and empowers.
- Proven ability to work within a multidisciplinary team.
- Demonstrated time management skills.
- Methodical, planned approach to work and establishes clear directions.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role

- Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

Experience

- Experience in adult teaching / delivery of educational programmes
- Previous experience in a leadership role
- Competent computer skills

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.