

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE	Nurse Educator, Intensive Care Unit		
	GROUP	Hospital	DEPARTMENT	Intensive Care Unit
	REPORTING TO (operationally)	ICU Clinical Nurse Manager	REPORTING TO (professionally)	ICU Clinical Nurse Manager
GROUP RESPONSIBILITIES & DIRECT REPORTS	This role covers the Intensive Care Unit within Te Matau a Māui Hawke's Bay. This role will support in partnership the wider Nurse Educator group for the provision of training. <ul style="list-style-type: none"> Staff reporting - Nil 			
PURPOSE OF THE POSITION	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 in the Intensive Care & High Dependency Unit. This role has a responsibility for improving the skills and knowledge of the staff (nursing and health care assistants [HCA]), the quality of professional practice and care. This role will provide leadership in the clinical environment to bring about practice improvements and to ensure safe and competent practice, supporting the organisations strategic direction and programme of change.			
KEY DELIVERABLES	<p>Clinical Education / Workforce Development</p> <ul style="list-style-type: none"> Supports the ongoing development of competency and capability of the nursing and HCA workforce, working closely with Clinical Nurse Managers to identify areas of need. Responsible for developing, implementing (facilitation / delivery), evaluation (audit) of education programmes and resources, including external clinical sales and supply representatives regarding new equipment/technologies used in patient care delivery as required. Provides educational advice in complex clinical issues. Promotes and supports the ongoing development and delivery of nursing best practice. Promotes and supports the utilisation of information technology (e.g. Trendcare, ECA, Clinical Portal, etc.) in the clinical area as appropriate. Supports the development of individual professional development plan for nurses in the department. Participates in auditing effectiveness of education programmes and communicating outcomes to stakeholders. Contributes to and participates with the annual training and education plan as part of the Nurse Educator team e.g. modular training, PDRP assessor, HCA Careerforce Assessor, ACT course etc. Works collaboratively with other Nurse Educators and clinical staff, to ensure that appropriate programme development and delivery is combined, and consistent. <p>Leadership</p> <ul style="list-style-type: none"> Share accountability for leading and motivating the clinical staff within the service. Promotes evidence-based clinical practice in the area, ensuring standards are maintained and monitored. Lead and introduce practice innovation, new technologies, processes, procedures and care delivery models as required. Ensure there is appropriate clinical support and supervision, preceptorship and coaching of staff. Assists with student activity and tutor liaison within the clinical area as required. <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. 			

HEALTH & SAFETY RESPONSIBILITIES	<p>Te Matau a Māui Hawke’s Bay is committed to maintaining and promoting the health & 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 H&S at risk ▪ Not to do anything that puts others H&S at risk ▪ To follow all health and safety policies and procedures ▪ To follow all reasonable health and safety instructions <p>(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>INTERNAL</p> <ul style="list-style-type: none"> ▪ Patients/Consumer/Tangata Whaiora ▪ Chief Nursing Officer ▪ Nurse Consultant Workforce Development ▪ Clinical Nurse Managers / Associate Nurse Managers ▪ Wider organisational nursing teams ▪ Allied Health Staff ▪ Medical Staff ▪ Education & Development Team ▪ Information Services ▪ Other team members 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ External health providers, including primary care, social support agencies, NGO & rural sectors ▪ Training and education providers ▪ Regional / other services ▪ Nursing Council of New Zealand ▪ Health Quality & Safety Commission
DELEGATION AND DECISION	<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. 	
HOURS OF WORK	80 hours per fortnight	
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB’s / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Designated Senior Nurse Scale, Grade 4 gross per annum according to qualifications and experience.	
DATE	August 2022	
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil	
SCOPE & COMPLEXITY	<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 clinical practice.
- 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 and COVID-19 vaccinations.

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.

RARANGATE 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.