

Health New Zealand Te Whatu Ora	POSITION TITLE	Nurse Practitioner Central Hawkes Health Centre		
	GROUP	Specialties and Community Services Group	DEPARTMENT	Central Hawkes Bay (CHB) Health Centre
	REPORTING TO (operationally)	Nurse Manager CHB	REPORTING TO (professionally)	Director of Nursing, S&C Group.
GROUP RESPONSIBILITIES	This role covers an advanced level of care as a Nurse Practitioner (NP) within the field of gerontology nursing and palliative care. The NP will undertake clinical overview primarily of the inpatient ward & Medical Day Unit (MDU) in the Central Hawkes Bay Health Centre, and will also include working within the wider Older Persons and palliative care teams across Hawke’s Bay.			
PURPOSE OF THE POSITION	<p>The Nurse Practitioner (NP) will work autonomously and within collaborative teams, with other health professionals to promote health, prevent disease, and improve access and population health outcomes for the Central Hawke’s Bay community.</p> <p>The NP will utilise their advanced nursing knowledge, diagnostic reasoning, therapeutic knowledge, demonstrated competence and legal authority to practice to provide patient-centred healthcare services including the diagnosis and management of health consumers with common and complex health conditions.</p> <p>The NP will provide strong visible clinical leadership, which involves guiding, directing, and supporting the inpatient team (nurses, allied health) in delivering high quality patient care. This will include setting clinical standards, ensuring adherence to best practice, and fostering a culture of continuous improvement.</p> <p>The NP will work collaboratively in partnership, using the Te Tiriti o Waitangi principals to develop and implement primary and community models of care particularly in rural centres. As an NP, you will provide culturally appropriate care that improves equity of access to care for Māori and Pacifica.</p> <p>As a clinical leader, you will work across healthcare settings and influence health service delivery and the wider profession.</p> <p>As the NP you will:</p> <ul style="list-style-type: none"> • Have a focus on daily review and clinical management of the inpatients within McLean ward and the MDU to ensure and provide safe, timely, effective care and treatment for these patients; • Will work closely with the Geriatricians, Older Person Health and palliative care teams to coordinate and manage the care of people with complex health care needs; • You will have strong working relationships with CHB Aged Residential Care facilities and Cranford Hospice. 			

KEY DELIVERABLES

Clinical Practice

- Will manage episodes of care as the lead healthcare provider in partnership with health consumers and their families/whānau.
- Demonstrates effective clinical management of patients with complex conditions within scope of practice.
- Manage your time and prioritise workload to ensure safe and supportive care for the relevant patient cohort.
- Demonstrates an awareness of health inequity, with evidence of implementing actions within own clinical practice towards reducing these for health consumers and their whānau.
- Demonstrates provision of culturally safe practice and a confident approach to partnership, with health consumers and their whānau.
- Triage inpatient referrals and optimises triage processes by working in collaboration with the geriatricians and ward staff.
- Utilises current research and evidence-based, advanced holistic assessment and diagnostic reasoning to form sound professional judgements in practice and consults as required.
- Uses knowledge of pathophysiology and pharmacology, and advanced holistic clinical assessment skills to perform diagnoses and to plan care.
- Orders and interprets appropriate diagnostic and laboratory tests and explains the necessity, preparation, nature and anticipated effects of procedure(s) to patients, patient’s family, staff, and other members of the health care team.
- Performs therapeutic or diagnostic procedures based upon patient’s clinical status and document patient’s response to the procedure(s).
- Practices as a member of the interdisciplinary team to improve outcomes for clients with chronic health conditions with a holistic lens.
- Identifies educational needs of the patient, patient’s family and nursing staff and participates in teaching opportunities.
- Advocates on behalf of patient/whānau/colleagues as appropriate.

Leadership

- Initiates, engages, and supports quality initiatives, and contributes specialty knowledge to facilitate continuity of high-quality patient care throughout the patient journey.
- Acts as a change agent and in collaboration with colleagues and line managers facilitates the introduction of changes; this could involve introducing new practices, streamlining processes, and quality improvement initiatives.
- Take a leadership role in complex care situations.
- Be involved in educational initiatives for the inpatient team, ensuring opportunity and professional development is encouraged.
- Acts as a clinical resource for providing expert advice and education.
- Demonstrates skilled mentoring / coaching and teaching.
- Relevant nursing and related research are critiqued and reflected in education and practice; presents and publishes research.
- Proactively advocating for Te Tiriti o Waitangi principles.
- Contributes to policy development.
- Represents nursing at a strategic level in planning.

HEALTH & SAFETY RESPONSIBILITIES

Health New Zealand 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:

- 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

(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/Consumer/Tangata Whaiora • Nurse Manager, CHB Health Centre • Director/Associate Director of Nursing • Operations Manager – Specialist & Community services • Geriatrician and Older Persons teams • Wider department nursing team • Wider organisational nursing teams • Group Leadership Team • Allied Health Staff • Medical Staff • Administration staff 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Families/ whānau and caregivers • ARC providers • Cranford Hospice • Primary and NGO providers • NGO's & other relevant community health and social service agencies • Relevant regional services • Academic providers' students and staff • Nursing Council of New Zealand • Health New Zealand Te Whatu Ora
<p>DELEGATION AND DECISION</p>	<p>Direction and delegation as per NP scope. In this role, delegation will include RNs, physiologists, allied health assistants and health care assistants.</p>	
<p>HOURS OF WORK</p>	<p>Part-time in negotiation</p>	
<p>TENURE</p>	<p>Permanent</p>	
<p>EMPLOYMENT AGREEMENT & SALARY</p>	<p>In accordance with the Health New Zealand - Te Whatu Ora and New Zealand Nurses Organisation Nursing & Midwifery Collective Agreement Nurse Practitioner Scale Grade 6.</p>	
<p>DATE</p>	<p>November 2024</p>	
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>NIL</p>	
<p>SCOPE & COMPLEXITY</p>	<ul style="list-style-type: none"> • Works primarily in the Central Hawkes Bay health inpatient ward and MDU, but also within the wider Older Persons and palliative care teams. • This position will require working within a variety of settings across Te Matau a Māui Hawke's Bay, including CHB Health Centre, Hastings hospital, specialist clinics, community and the home. • Will work in partnership with other primary and community providers, in particular Cranford hospice, ARC and General Practice. 	

ESSENTIAL CRITERIA

Qualifications

- Current registration with Nursing Council of New Zealand as Nurse Practitioner.

Experience

- Minimum of three years' clinical experience in Gerontology Nursing.
- Experience and/or interest in palliative care

Business/Technical Skills

- Holds a current annual practising certificate as a Nurse Practitioner.
- Demonstrated ability to work within a team.
- Demonstrated time management skills.

Key Attributes

- Effective communication skills.
- Positive attitude.
- Leadership skills.

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 vaccinations.

DESIRABLE CRITERIA

Experience

- Working in rural health setting
- Research experience
- Project/change management experience

Business/Technical Skills

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



Our Vision and Values

Te hauora o te Matau-a-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.