

<b>Health New Zealand</b> Te Whatu Ora	<b>POSITION TITLE</b>	<b>Nurse Educator, Operating Theatres</b>		
	<b>GROUP</b>	Chief Nurse	<b>DEPARTMENT</b>	Professional Development Unit (PDU)
	<b>REPORTING TO (operationally)</b>	Nurse Manager Professional Development Unit	<b>REPORTING TO (professionally)</b>	Nurse Manager Professional Development Unit
<b>GROUP RESPONSIBILITIES &amp; DIRECT REPORTS</b>	<p>This role covers the Operating Theatres, inclusive of Endoscopy services within Health New Zealand   Te Whatu Ora, Te Matau a Māui, Hawke's Bay.</p> <p>This role will support in partnership the wider Professional Development Unit and Nurse Educator group for the provision of training.</p> <ul style="list-style-type: none"> <li>Staff reporting - Nil</li> </ul>			
<b>PURPOSE OF THE POSITION</b>	<p>The Professional Development Unit (PDU) enables a more streamlined and efficient service that meets the needs of nurse education and workforce development more comprehensively across the organisation. The PDU delivers a coordinated approach to education and workforce development that utilises the skills and experience of all nurse educators to deliver organisational wide training.</p> <p>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 operating theatres and endoscopy areas.</p> <p>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.</p> <p>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.</p>			
<b>KEY DELIVERABLES</b>	<p><b><i>Clinical Education / Workforce Development</i></b></p> <ul style="list-style-type: none"> <li>Supports the ongoing development and maintenance of competency and capability of the nursing and HCA workforce, working closely with the Theatre Manager and Clinical Nurse Manager (CNM) Endoscopy and other senior staff to identify areas of need.</li> <li>In partnership with the Theatre Manager and CNM Endoscopy, supports the onboarding of new staff and development of orientation plans.</li> <li>Responsible for developing, implementing (facilitation / delivery), evaluation (e.g., audit) of education programmes and resources, including external clinical sales and supply representatives regarding new equipment/technologies used in patient care delivery, as required.</li> <li>Provides educational advice and support in complex clinical issues.</li> <li>Promotes and supports the ongoing development and delivery of best evidence-based nursing practice.</li> <li>Promotes and supports the utilisation of information technology (e.g., Trendcare, ECA, Clinical Portal) in the clinical area as appropriate.</li> <li>In partnership with the Theatre Manager and CNM Endoscopy, supports the development of individual professional development plan for nurses in the department as required.</li> <li>Participates in auditing effectiveness of education and training programmes and communicating outcomes to stakeholders.</li> <li>Contributes to and participates in the annual education and training plan as part of the PDU and Nurse Educator team e.g., IV training, PDRP assessor, HCA Careerforce Assessor, ACT course.</li> <li>Works collaboratively with all other team members of the PDU and other clinical staff, to ensure that appropriate programme development and delivery is combined, and consistent.</li> <li>Supports Variance Response Management (VRM) across the organisation and responds as required.</li> </ul> <p><b><i>Leadership</i></b></p> <ul style="list-style-type: none"> <li>Share accountability with the senior nursing team for leading and motivating the clinical staff within the service.</li> <li>Promotes evidence-based clinical practice in the department, ensuring standards are maintained and monitored.</li> <li>Lead and introduce practice innovation, new technologies, processes, procedures and care delivery models as required.</li> <li>Ensure there is appropriate clinical support and supervision, preceptorship and coaching of staff.</li> <li>Assists with student placements and related activities, including rosters and orientation across the area and tutor liaison.</li> </ul>			

<b>KEY DELIVERABLES (cont.)</b>	<b><i>Clinical Practice</i></b> <ul style="list-style-type: none"> <li>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.</li> <li>Individual professional development plan outlined and implemented.</li> <li>You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.</li> </ul>	
<b>HEALTH &amp; SAFETY RESPONSIBILITIES</b>	<p>Health NZ Hawke's Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>Not to do anything that puts your own H&amp;S at risk</li> <li>Not to do anything that puts others H&amp;S at risk</li> <li>To follow all health and safety policies and procedures</li> <li>To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> <ul style="list-style-type: none"> <li></li> <li>Nurse Manager Professional Development Unit</li> <li>Theatre Manager / Clinical Nurse Manager Endoscopy</li> <li>Perioperative Unit Manager</li> <li>Directors / Associate Director of Nursing Hospital Group</li> <li>Chief Nurse</li> <li>Wider organisational nursing teams</li> <li>Allied Health Staff</li> <li>Medical Staff</li> <li>Education &amp; Development Team</li> <li>Information Services</li> <li>Other team members</li> </ul>	<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>External health providers, including primary care, social support agencies, NGO etc.</li> <li>Training and education providers</li> <li>Regional / other services</li> <li>Nursing Council of New Zealand</li> <li>Health New Zealand Te Whatu Ora</li> <li>Health Quality and Safety Commission</li> </ul>
<b>DELEGATION AND DECISION</b>	<ul style="list-style-type: none"> <li>Is good at establishing clear directions.</li> <li>Sets stretching objectives.</li> <li>Distributes the workload appropriately, laying out work in a well-planned and organised manner.</li> <li>Maintains two-way dialogue with others on work and results.</li> <li>Brings out the best in people.</li> <li>Is a clear communicator.</li> </ul>	
<b>HOURS OF WORK</b>	64 hours per fortnight	
<b>TENURE</b>	Permanent	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the Te Whatu Ora – Health New Zealand and New Zealand Nurses Organisation Nursing & Midwifery Collective Agreement Senior Designated Nurses Scale, Grade 2 (formerly grade 4) \$116,040 - \$127,674 gross per annum according to qualifications and experience pro rata for hours worked.	
<b>DATE</b>	February 2025	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	Nil	
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>The Nurse Educator will be required to prioritise issues and negotiate timeframes, while still providing high quality education and service support to nursing staff.</li> <li>Ability to work across services and within different professional groups in facilitating the development and delivery of evidence based education and training.</li> </ul>	

## ESSENTIAL CRITERIA

### Qualifications

- Current registration with Nursing Council of New Zealand as Registered Nurse.
- Relevant postgraduate diploma with evidence of ongoing towards master's degree.
  - *Consideration will be given to applicants who do not hold the required postgraduate qualification providing equivalent work experience and/or other programmes of study can be demonstrated.*
  - *If successful, the candidate will be required to complete the requisite qualification within a 12-month period.*
  - *Gaining of the required qualification is the responsibility of the employee/service.*
- Unit Standard 4098 Use Standards to Assess Candidate Performance OR New Zealand Certificate in Adult & Tertiary Teaching (level 4 or 5)

### 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 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 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.

### 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.