

Job Description

Nurse Practitioner

Cancer and Blood services

Position Title:	Nurse Practitioner
Organisation Unit:	Cancer and Blood services
Location:	Jim Carney Cancer Treatment Centre, Te Whatu Ora – Health New Zealand Te Tai Tokerau (Te Whatu Ora)
Responsible to:	Clinical Nurse Manager, Cancer and Blood services, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	Scope of Practice: The broad area of Nurse Practitioner practice using population groups has been outlined by Nursing Council of New Zealand; refer Mātanga Tapuhi Nurse Practitioner Scope of Practice, 2020. Nurse practitioners as advanced clinicians will be expected to self-regulate and practice within their area of competence and experience; refer Mātanga Tapuhi Nurse Practitioner Scope of Practice, 2020. p.4). Context for the role: The Nurse Practitioner is an expert nurse within an area of practice incorporating advanced knowledge and skills. In this role, they practise both independently and in collaboration with other healthcare professionals to promote health, prevent disease and diagnose, assess and manage people's health needs. The Nurse Practitioner provides a wide range of assessments and treatment interventions, including differential diagnoses, ordering, conducting and interpreting diagnostic and laboratory tests, and administering therapies for the management of actual or potential health needs. The Nurse Practitioner works in partnership with individuals, families, whānau and communities across a wide range of settings. Nurse practitioners can prescribe medicines within their specific area of practice. Nurse practitioners also demonstrate leadership as consultants, educators, managers and researchers, and actively participate in professional activities, and in local and national policy development. About the Role: The primary purpose of the role is to: • Provide care to people with a focus on assessing, diagnosing, treating, empowering and supporting patients and their whānau using evidenced-based knowledge and skills to achieve optimal health outcomes. • Focus on complex patient management to reduce the progression of disease, enable equity of access, promote wellness, limit disease, and prevent avoidable hospital admissions.

- While autonomous in their practice, will work in collaboration with other providers including Māori health providers, Pacific health providers, other district health services and primary health care. Patient-focused care with active participation and partnership with the patient and their whānau with a focus on self-management will be implemented.
- Have a dedicated professional workbook and annual credentialing.
- Provide expert clinical leadership that builds a highly skilled nursing workforce and fosters supportive and collegial workplace culture.
- Actively participate and lead case conferences and multidisciplinary meetings across the health continuum reporting back to services key outcomes and goals achieved for patients and their whānau

Values

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata. Our people are central to all we do.
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu. We treat others, as they would like to be treated.
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui. We nurture those around us, and treat all with dignity and compassion.
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha. We communicate openly, safely and with respect to promote clear understanding.
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui. Our attitude of excellence inspires confidence and innovation.

Key Responsibilities and Expected Outcomes

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	- Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora management processes and procedures. - Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes. - Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner. - Attend the Te Whatu Ora Te Tiriti o Waitangi Training.
Provides safe and accountable advanced nursing practice	- Demonstrates safe and accountable mātanga tapuhi nurse practitioner practice incorporating strategies to maintain currency and competence. - Practices in accordance with legislation, professional standards and health policy relevant to mātanga tapuhi nurse practitioner practice. - Practices within safe boundaries of an area of practice (client/population group) and demonstrates timely referral and consultation when an issue is outside scope, area of practice, experience or competence. - Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing. - Maintains a professional nursing portfolio consistent with Nursing Council requirements.
Assess, diagnoses, plans, implements and evaluates care	- Conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses. - Develops, plans, implements and evaluates therapeutic interventions when managing episodes of care.
Works in partnership with health consumers	- Consistently involves the health consumer to enable their full partnership in decision-making and active participation in care. - Fosters the implementation of organisational and nursing goals and values. - Promotes Te Whatu Ora – Health New Zealand Te Tai Tokerau as a centre of excellence for nursing practice.
Works collaboratively with healthcare teams	- Works collaboratively to optimise health outcomes for health consumers and/or population groups. - Establishes and maintains effective collegial relationships as a senior member of inter-professional teams. - Collaborates and communicates with a multidisciplinary team to coordinate care to achieve the best health outcomes.

Key Responsibility Area	Expected Outcomes
Works to improve the quality and outcomes of healthcare	• Initiates, and participates in, activities that support safe care, community partnership and population health improvements. • Utilises systems thinking and critical inquiry skills to audit, evaluate and improve the quality of health services. • Uses relevant tools to monitor and measure the effectiveness of strategies, services and interventions to promote safe practice. • Critically appraises scientific literature and shares new knowledge and research through discussions, presentations and publications, and the development of best-practice guidelines. • Influences and critiques health policy and nursing practice through leadership and active participation in workplace and professional organisations. • Assists in the implementation of initiatives to address differential access to healthcare services for Māori. • Acts to identify and minimise organisational risk. • Contributes to and participates in Te Tai Tokerau policy development. • Participates in case review and debriefing activities as required.
Health & Safety	• Ensure compliance with designated responsibilities detailed in Te Whatu Ora Health and Safety Policy and annual objectives. • Promote an environment of physical, occupational, cultural, ethical and legal safety. • Participate in the organisation's Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management. • Willingly co-operate in the achievement of all health and safety goals and initiatives by: - o Practicing and observing safe work methods; - o The use of safety equipment; - o Reporting unsafe conditions or equipment; and - o Reporting and documenting all accidents or incidents.
Privacy and Confidentiality	• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Complete mandatory induction training on Privacy responsibilities.

Key Responsibility Area	Expected Outcomes
Equity	• Commits to helping all of our residents achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Holds themselves accountable to providing culturally safe practices. • Dismantles policies, procedures and practices that cause inequity. • Supports Māori-led responses. • Supports Pacific-led responses.
Whānau-centric	• Understands our population, how they view health and how they want us to support them. • Collaborates with our partners to allow us to offer models of care that are whānau-centric, comprehensive and holistic. • Invests in a range of supports that 'stand beside' patients and whānau, and actively supports self-directed care. • Continuously seeks to improve service engagement with whānau. • Champions people and service user experience in the design, delivery and evaluation of services.
Resilient Services	• Delivers safe and flexible healthcare to our population in pandemic response. • Demonstrates performance improvement and efficiency. • Supports the implementation of agreed continuous improvement initiatives.
Risk	• Makes management and decision-making more effective by ensuring that we appropriately consider uncertainty based on reliable current information when we set goals, objectives and strategies and then continue to manage that uncertainty as we execute against these uncertainties. • Actively leads risk management within own team and participates in the management of risks and their mitigating controls and treatments across the organisation.
Digital Recordkeeping	• Improves access to high quality data and makes this easy to understand. • Uses digital solutions that support paper-lite core clinical information systems and integrated care. • Supports digital tools that foster organisational effectiveness. • Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Clinical Nurse Manager/Nurse Manager

- Identified nursing safety and quality issues.
- Non-adherence to identified clinical standards.

- Any nursing and or professional issue that may affect the reputation of Te Whatu Ora Te Tai Tokerau.

Authorities

Direct Reports

Will be disclosed in the offer letter.

Delegated financial authority

If any, will be disclosed in the offer letter.

Functional Relationships

The Nurse Practitioner will develop and maintain excellent relationships with:

Internal	External
- Chief Nursing Officer - Nurse Director/s - Service Clinical Leader - Service Team Leader - Nursing workforce & staff - Interdisciplinary Team - Patients/Family/Whānau - Te Poutokomanawa - PSQID staff - Nursing & Midwifery Directorate staff	- Nursing Council of New Zealand - Professional bodies & associations e.g. College of Aotearoa - External providers relevant to area of practice - Relevant Tertiary Education Providers - Consumer Advocates and agencies

About you – to succeed in this role

You will have

Essential	Desirable
- A commitment to biculturalism - A commitment to achieving equitable outcomes for Māori - Registration with Nursing Council of New Zealand (NCNZ) - A current Annual Practicing Certificate (APC) - A minimum of 4 years of experience in a specific area of practice - Completion of an approved clinical Master's degree - A personal commitment to ongoing learning and development - Research skills including data analysis and critical appraisal skills and clinical audit. - Knowledge of quality improvement processes and principles	- Project management experience - Experience in multi-disciplinary clinical teaching. - Research management - Knowledge of health sector funding, service planning and contracting processes. - Understanding of government health policy development

Excellent presentation and communication skills (verbal and written) including report writing.	
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You will be able to

Essential	Desirable
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role - Demonstrate alignment with Te Tai Tokerau values - Work as part of a team - Facilitate and manage change - Demonstrate advanced practice in area of competence and experience	

Critical Competencies
<i>Teamwork</i> - Collaborates with fellow team members and work groups to achieve specific objectives. - Seeks out opportunities to support others in achieving goals. - Actively contributes to and accepts consensus decisions. - Recognises and respects individual differences. <i>Bicultural Approach</i> - Understands the significance of, and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way. - Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Māori. <i>Self-Management</i> - Sets high personal standards and strives to achieve goals. - Is proactive and displays initiative. - Is resilient to change. - Understands and acknowledges personal and professional limitations. - Is aware of professional boundaries and code of conduct. - Ability to work to deadlines to achieve outcomes. <i>Patient/Client/Population Focused</i> - Develops positive relationships with the patients/clients, treating them respectfully and as a first priority.

Communication/Interpersonal Skills

- Empathises with others and considers their needs and feelings.
- Actively listens, drawing out information and checking understanding.
- Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference.

Professionalism

- Shows courtesy, respect caring for patients and their whānau/family in all aspects of nursing practice.
- Demonstrates compassion.

Innovation

- Contributes to group/area discussions that focus on reviewing current practice to optimise patient care.

Flexibility

- Ability to flex within the scope of Registered Nurse practice to meet the changing needs of patients and their whānau/family.
- Responds positively and collegially, to requests for help from other team members.

Planning, Evaluating and Monitoring

- Has the ability to plan, monitor and evaluate care using realistic timeframes and appropriate resources.
- Is proactive in escalating patient care concerns.

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title _____

Signature of employee: _____

Date: _____

