

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Nurse Educator		
Reports to	Nurse Director		
Location	Awhi Mātua Fraser McDonald Unit		
Department	Mental Health & Addictions		
Direct Reports	Nurse Director	Total FTE	0.5
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date			
Salary band (indicative)*			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The Nurse Educator is responsible for promoting, facilitating, and providing clinical education to maximise healthcare delivery, enhance patient outcomes, and promote clinical excellence and evidence-based professional nursing practice.

The outcomes of the role are to facilitate all new and experienced staff to receive the appropriate clinical support for orientation and ongoing professional development to enable the provision of safe patient care within the directorate.

Key Result Area	Expected Outcomes / Performance Indicators
Domain One: Professional responsibilities Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate judgement and accountability for	Demonstrates clinical and professional leadership • Applies critical reasoning and professional judgement to nursing practice issues/decisions. • Fosters the provision of positive patient/client outcomes and person-centred/family-centred care. • Contributes to the development of integrated service delivery across the continuum of care. • Identifies situations of clinical and organisational risk and takes appropriate actions to ensure a safe environment for patients/clients, families / whānau and staff. • Leads professional conduct by example. • Undertakes or leads specific service or organisational portfolio responsibilities as required.

own actions and decisions	• Contributes to strategies that facilitate nursing recruitment, retention, and succession planning. • Fosters the implementation of organisational and nursing goals and values. • Promotes Te Toka Tumai as a centre of excellence for nursing practice. Professional development and competency • Maintains and develops own clinical expertise and knowledge in specialty nursing practice. • Participates in professional supervision as required. • Maintains professional portfolio and annual practice registration • Proactively participates in own performance development and review. • Page 3 of 6 • Attends educational opportunities/conferences relevant to the Nurse Educator role and scope of practice • Practices in accordance with legal, ethical, culturally safe and professional standards
Domain Two: Management of nursing care Includes accountability related to the patient/ client assessment and management of nursing care that is supported by nursing knowledge and evidenced-based research	Patient care management/care coordination • Maintains the ability to provide direct care and uses advanced nursing knowledge and skills to assess, plan, implement and evaluate patients/clients/family / whānau health needs. • Identifies barriers and solutions to access for patient/client, family or whānau. • Accurately documents assessments of patients'/clients' health status, diagnosis and decisions made regarding interventions and referrals or follow-up. • Participates in case review and debriefing activities as required
Domain Three: Interpersonal relationship Includes accountability for interpersonal and therapeutic communication with clients/ patients and members of the healthcare team.	• Promotes effective teamwork and collaborative relationships within the multi-disciplinary team and across healthcare settings to achieve the best health outcomes. Education and clinical teaching • Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals. • Acts as a nursing resource providing expert advice and education to nursing staff and other health care professionals/family / whānau within scope of speciality practice. • Identifies and supports staff education and professional development based on knowledge of service needs and aligned with Te Toka Tumai's strategic direction. • Plans and develops education and training programmes and opportunities responsive to current and future learning needs across the HBO and Te Toka Tumai for area of speciality nursing practice.

	• Supports the development of nursing staff in all areas of nursing assessment, clinical examination and planning, implementing, delegating and evaluating care. • Utilises best practice principles of teaching and learning to ensure integration and effectiveness of learning in clinical practice. • Contributes to performance appraisal, portfolio assessment, competency development and advancement through levels of practice/ Professional Development Plan. • Ensures new employees are orientated and supported during their introduction to Te Toka Tumai. • Contributes to undergraduate and postgraduate nursing education and programme development and evaluation as able. • Models expert nursing skills within the clinical practice area. • Works collaboratively with Nurse Educators (within Te Toka Tumai/ and other districts/ healthcare providers) to plan and deliver staff education and professional development programmes.
Domain Four: Inter-professional healthcare and quality improvement Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the healthcare team	• Continuous quality improvement • Evaluates the effectiveness, efficiency and safety of clinical practice. • Contributes to projects and research that enhance the clinical implementation of evidence-based practice • Demonstrates commitment to quality improvements, risk management and resource utilisation. • Reviews and develops clinical standards/protocols and policies and facilitates clinical audit processes. • Works in collaboration with other relevant nursing leaders to define and implement the strategies that support quality improvement. • Assists in the implementation of nursing practice and models of care appropriate to patient/client population needs. • Assists in the implementation and management of initiatives to address differential access to healthcare services for Māori and high-needs populations. • Participates in the development of strategic and operational service plans Evidence-based practice • Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient/client care. • Works to ensure that recommended best practice guidelines/policies are research-based and relevant across the organisation. • Contributes to and participates in Te Toka Tumai and national policy development.

Te Tiriti o Waitangi	• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	• Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	• Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Culture strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

Health & safety	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. - Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. - Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture. .
Compliance and Risk	- Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. - Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. - Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Nurse Director

- Identified nursing safety and quality issues
- Non-adherence to identified clinical standards
- Any nursing issue that may affect the reputation of Te Toka Tumai

Relationships

External	Internal
- Other districts - Primary healthcare providers - University of Auckland - Other tertiary education providers - NZ Nursing Council - Professional bodies & associations - Health and social support agencies - Consumer advocates & agencies.	- Nursing & midwifery workforce - Other senior nurses - Nursing & Midwifery Leadership - Professional Development Advisor - Clinical Leader(s) & Directors - Senior management - Allied Health professionals - Kai Atawhai / cultural support staff

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- RGN; RGON; RPN; RCpN with or without BN or BHSC (Nursing)
- Registration with Nursing Council of New Zealand (NCNZ)
- Evidence of competence to practice within the Registered Nurse scope of practice
- A current Annual Practicing Certificate (APC)
- A personal commitment to ongoing learning and development

- Postgraduate certificate/diploma in specialty nursing practice.
- Working towards completion of Masters Degree in nursing or a health-related area.
- Leadership and patient/client management skills
- Clinical teaching/academic experience and programme development ability.
- Practice assessment, appraisal and feedback skills.
- Knowledge of quality improvement processes and principles
- Advanced specialty knowledge and practice expertise.
- Proficient or Expert Level of practice.
- Knowledge of nursing professional development issues

Desired:

- Masters Degree
- Research skills including data analysis and critical appraisal skills and clinical audit
- Experience in multi-disciplinary clinical teaching.
- Strategic planning and policy development skills
- Understanding of government health policy
- Project management experience

You will be able to

Essential:

- 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 Toka Tumai values
- Work as part of a team
- Facilitate and manage change at a local level
- Identify, plan and facilitate learning activities and education programmes relative to your practice area

Desired:

- Leadership and patient/client management skills

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*