

Position Description

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| Position | Resuscitation Educator |
| Service / Directorate | Wellington Regional Centre for Simulation and Skills Education |
| Directorate | Centre of Clinical Excellence |
| District | Capital, Coast & Hutt Valley |
| Responsible to | Simulation and Skills Centre Leader |
| Children's Act 2014 | This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years |
| Location | This position is expected to work from multiple locations across the district |

Te Whatu Ora

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

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

TeWhatuOra.govt.nz

Capital, Coast | Private Bag 7902, Newtown, Wellington 6342 | 04 385 5999
Hutt Valley | Private Bag 31907, Lower Hutt 5010 | 04 566 6999

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups.

In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

Mana motuhake Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.

Mana tāngata Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

Mana Māori Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Service Perspective

The Resuscitation Educator is part of the Simulation Service team, which spans the district. The Educator will work in both main training centres - Wellington and Hutt Hospitals. The Service's key strategic aim is to lead the design and delivery of transformative learning that increases staff capability, patient safety and quality of care. To achieve this, the Service provides simulation based education programmes for workforce locally and nationally. This includes district wide mandatory learning as well as vocational specific learning, and team specific learning. The Service is part of the Centre of Clinical Excellence (CoCE) which aims to transform quality of care and lead purposeful innovation in partnership with all.

Purpose of the role

To educate, support and assess staff across all disciplines for skills and knowledge relating to resuscitation and patient deterioration recognition and response.

In conjunction with the wider resuscitation team, the Resuscitation Educator coordinates, facilitates and delivers the resuscitation and deteriorating patient training programmes for clinical and select non-clinical staff.

Quality improvement is an important priority for patient safety and clinical care. The Resuscitation Educator will provide leadership across clinical environments to identify and support improvements and support the implementation of best practice to ensure ever higher levels of safety and competence. The position may also contribute to the writing and review of clinical policies and reports relating to resuscitation, completing audits when required, and assisting with coordinating the provision of training.

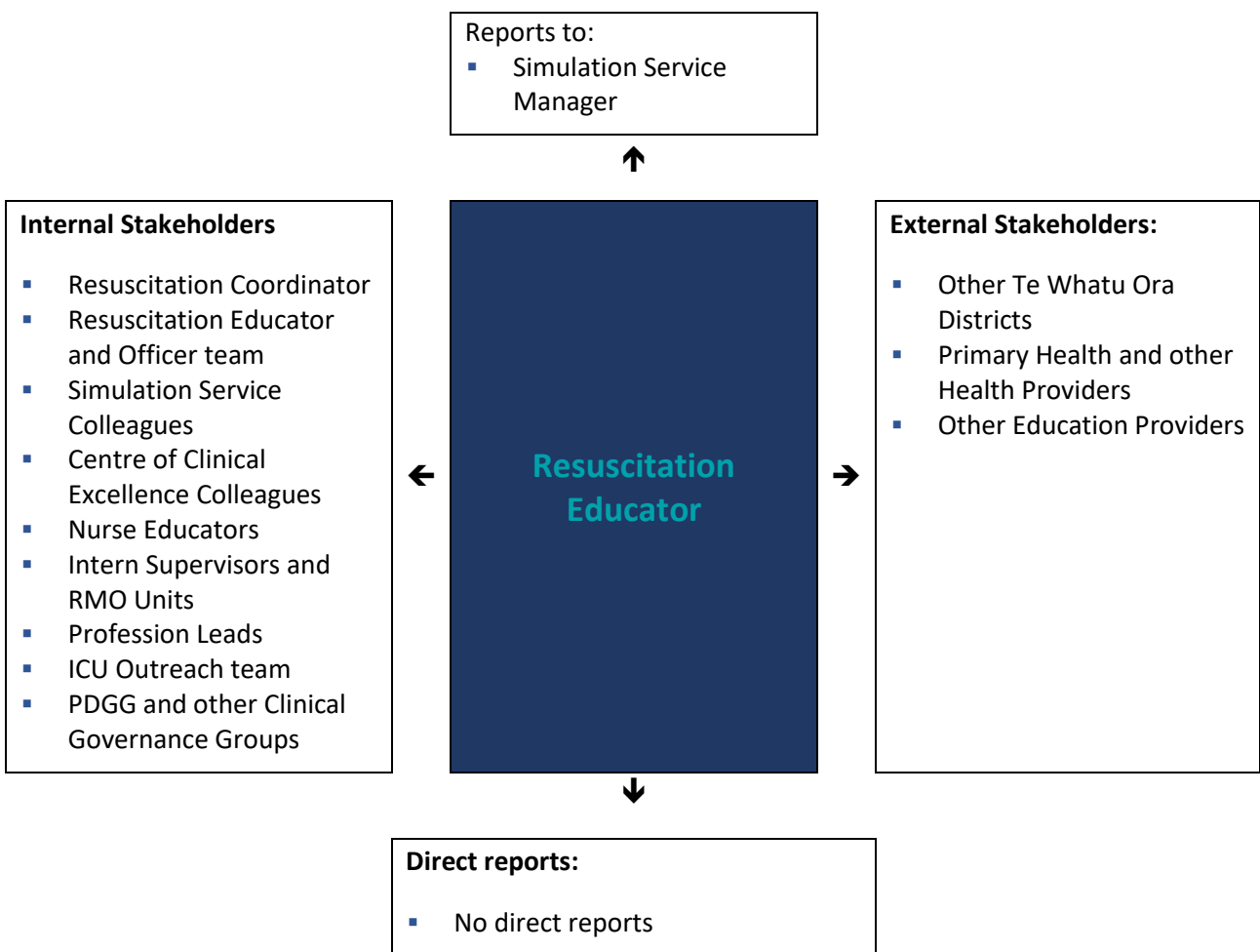
Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

| Key accountabilities | Deliverables / Outcomes |
|--|--|
| 1. Education, research and teaching | <ul style="list-style-type: none"> ▪ Role model – high standards of practice when teaching resuscitation and patient deterioration recognition and response. ▪ Identify practice issues relating to resuscitation and patient deterioration from within the clinical environment ▪ Work alongside staff to develop clinical practice relating to resuscitation and patient deterioration recognition and response in the education setting ▪ Address practicalities of resuscitation and patient deterioration recognition and response in a caring and respectful way with patients and staff ▪ Support training requirements responding to identified needs, DHB initiatives, national / international initiatives and practice initiatives |
| 2. Leadership | <ul style="list-style-type: none"> ▪ Share accountability for leading and motivating the team within the area ▪ Lead and develop evidence-based clinical practice in the area ▪ Appropriately support other staff assisting with courses ▪ Professional practice standards are maintained and monitored ▪ Develop policies and guidelines to support current evidence and practice ▪ Support governance and clinical committees as required ▪ Lead and introduce practice innovation, new technologies/procedures ▪ Recognise of financial and resource constraints |
| 3. Stakeholder engagement | <ul style="list-style-type: none"> ▪ Actively work in partnership with the organisation to design and deliver effective education that meets the organisations requirements ▪ A partnering approach is implemented to the delivery of education services to the district in a way that facilitates and supports shared agenda and objectives, building workforce capability in resuscitation and management of the deteriorating patient |
| 4. Continuous improvement and innovation | <ul style="list-style-type: none"> ▪ Establish a culture of continuous improvement, ensuring linked and cohesive district view that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector. |

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| 5. Te Tiriti o Waitangi | <ul style="list-style-type: none"> ▪ Role model tikanga principles in teaching content and delivery ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance ▪ Cultural competence is grown across the team, supporting inclusion and partnership. |
| 6. Health & Safety | <ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities |

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

| Competency | Behaviours |
|---------------------------------|---|
| Interpersonal Savvy | <ul style="list-style-type: none"> ▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably |
| Organising | <ul style="list-style-type: none"> ▪ Can marshal resources (people, funding, material, support) to get things done ▪ Can orchestrate multiple activities at once to accomplish a goal ▪ Uses resources effectively and efficiently ▪ Arranges information and files in a useful manner |
| Planning | <ul style="list-style-type: none"> ▪ Accurately scopes out length and difficulty of tasks and projects ▪ Sets objectives and goals ▪ Breaks down work into the process steps ▪ Develops schedules and task/people assignments ▪ Anticipates and adjusts for problems and roadblocks ▪ Measures performance against goals ▪ Evaluates results |
| Decision Quality | <ul style="list-style-type: none"> ▪ Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement ▪ Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time ▪ Sought out by others for advice and solutions |
| Problem Solving | <ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems' ▪ Is excellent at honest analysis ▪ Looks beyond the obvious and doesn't stop at the first answer |
| Quality & Innovation | <ul style="list-style-type: none"> ▪ Provides quality service to those who rely on one's work. ▪ Looks for ways to improve work processes - suggests new ideas and approaches. ▪ Explores and trials ideas and suggestions for improvement made by others. ▪ Shows commitment to continuous learning and performance development. |
| Negotiating | <ul style="list-style-type: none"> ▪ Can negotiate skilfully in tough situations with both internal and external groups; ▪ Can settle differences with minimum noise; ▪ Can win concessions without damaging relationships; ▪ Can be both direct and forceful as well as diplomatic; ▪ Gains trust quickly of other parties to the negotiations; ▪ Has a good sense of timing |
| Customer Focus | <ul style="list-style-type: none"> ▪ Is dedicated to meeting expectations and requirements of customers both internal and external ▪ Gets first-hand customer information and uses it for improvements ▪ Acts with customers in mind ▪ Establishes and maintains effective relationships with customers and gains their trust and respect |

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Relevant practicing certificate
- Extensive clinical experience and knowledge
- Expertise in resuscitation knowledge and practice
- Experience in clinical education
- Comfort with technology used in teaching and simulation

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registration with professional body
- Current practising certificate for their health practitioner discipline
- Post-graduate qualification or study relevant to adult teaching / leadership (or willingness to study)
- New Zealand Resuscitation Council Instructor – CORE Advanced (desirable)

C. Someone well-suited to the role will place a high value on the following:

- High quality care for the patient and their whānau
- Following through on tasks
- Advocating for organisational initiatives
- Clinical coordination and cross-district collaboration
- Supporting students, new graduates and more experienced staff to achieve high standards of resuscitation and patient deterioration recognition and response knowledge and skills

Someone with work day flexibility (given sufficient advance notice) would suit this role

**Ma tini, ma mano, ka rapa te whai
By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.