

Position Description

Position	Specialty Clinical Nurse – Patient At Risk
Team / Service	Intensive Care Services / Te Rui Atawhai
Directorate	Hospital Flow
District	Capital, Coast & Hutt Valley
Responsible to	Nurse Manager
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 both campuses – Wellington Hospital and Keneperu Hospital. From time to time as part of Variance Response you may be required to work in other areas.

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.

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. 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. 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 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.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

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 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. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

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.

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.

Group Perspective

The Hospital Operations Group is one of six within Capital, Coast and Hutt Valley district's provider services. Services and specialties within the group range from primary to tertiary level with service provision for the district, the central Region and wider Regions. The group operates from three sites across the district including Wellington Regional, Hutt and Kenepuru hospitals.

The key areas of focus for the Hospital Operations Group are:

- To ensure effective patient flow across all sites and regionally
- To provide timely diagnostics and accurate reporting across all Radiology Services
- To maintain a responsive Emergency Department Service which strives to meet clinical demands in a timely manner and in accordance with national KPIs.
- To deliver high quality Intensive Care Services to the local district and the region
- To lead the management of emergency responses at a local level.
- To strengthen a quality and patient safety culture through an effective clinical governance model
- To maintain effective administrative support to all clinical areas
- To develop new models of care to manage hospital demand and flow supporting best use of Inpatient bed resources and to ensure the safe management of people with complex healthcare needs
- To lead expanded collaboration with Hutt Valley and Wairarapa to establish wider regional clinical services.

Team/Service perspective

The Intensive Care Services is committed to the provision of excellent and appropriate care within a multidisciplinary team. The service will support openness, honesty, communication and the dynamic professional development of all team members.

Wellington Hospital is the tertiary referral centre for the lower North Island and upper South Island of New Zealand. This gives us a catchment population of approximately 1,100,000 and a geographic radius of 300km.

Wellington Hospital's ICU supports six public hospitals that have intensive care units and one hospital that does not. To manage such a large area, we run a busy Flight Service.

Wellington ICU currently has 24 bed spaces. We look after paediatrics, neurosurgical, trauma, cardiothoracic, vascular, renal, general medical and surgical patients. We don't currently manage burns or plastics in our hospital, nor spinal injuries but are involved in their transfers to the centres that do. We are planning a significant expansion that will increase our capacity to 28 ICU-capable bed spaces, supported by a new High Dependency Unit with up to 12 new beds. The new HDU will operate as a 'closed' unit, under the direction of ICU medical and nursing staff.

New Zealand has one dedicated paediatric intensive care unit in Auckland (700km north) in Starship Hospital. We manage most paediatrics (100-150 per year) but refer the very young and very sick on to them.

Wellington ICU treats about 1850 patients each year accounting for about 120,000 patient hours; 30% of these are elective admissions and include 400 cardiothoracic patients. The median length of stay for patients is 38 hours, which reflects the acuity of those we admit, especially when electives are factored in. We ventilate 65% of admissions and have a mortality rate of approximately 8%. We are a busy unit with a wide range of patients and severity of illnesses.

PAR Service Perspective

The PAR service is nurse-led team that covers all adult and paediatric wards 24/7 and applies critical care skills to the management of deteriorating and acutely unwell ward patients. PAR nurses support patients, their families and healthcare professionals by: responding to all 777 clinical emergencies and acute referrals; monitoring patients recently discharged from ICU; and, providing education and advice in the management of acutely unwell patients. PAR nurses provide support and expertise to ward staff where and when most needed and help with safe and timely transfers to ICU.

The PAR Service uses a multi-disciplinary approach to identify patients at risk of or developing critical illness in the general ward environment. The emphasis is one of support and education to ward staff to help them recognise clinical deterioration and rapidly initiate an appropriate escalation of care.

Early Warning Score Systems (EWS) covers the adult, paediatric, maternity EWS. These systems use patient's vital signs to identify those who are most unwell and then provide escalated care to try to prevent them deteriorating further. For the sickest patients this response consists of a Medical Emergency Team (MET) which immediately brings senior doctors and nurses experienced in acute medicine to the bedside. As primary responders to MET calls, PAR nurses are advocates for early identification of clinical deterioration.

Purpose of the role

All nurses employed by Te Whatu Ora will have Registration with the New Zealand Nursing Council and maintain a current annual practising certificate as a Registered Nurse. Application onto the CCDHB Professional Development and Recognition Programme (PDRP) at expert or senior level is required.

Quality improvement is an important priority. In recent years there have been significant issues at Wellington & Keneperu for patient safety and clinical care. The PAR Nurse will provide support to all clinical staff on the floor to bring about practice improvements and enhance safety. The PAR Nurse has a delegated responsibility from the Nurse Manager to ensure that practise standards are evidence based and the nurses have the essential skills and knowledge to achieve best patient outcomes.

The PAR Nurse practises in a narrow field but with more in-depth knowledge and skills than a Registered Nurse. This role will enhance health outcomes for clients by working directly with them to provide assessment, care and education within specific area of practice. In addition this role contributes to development of pathways, protocols and guidelines in the specific area of practice. This role requires critical care knowledge which is clinically grounded in expert nursing knowledge.

Supporting change implementation is an important aspect of this role. The practise environment is one of continuing change. The planned introduction of new processes and standards and associated staff education requires collaboration with the senior team to ensure its smooth rollout. The PAR Nurse role needs to be an advocate for the area's / service's strategic direction.

The SCN-PAR Nurse will respond to the changing needs of the District, performing other tasks as required. The SCN-PAR Nurse is expected to contribute to the implementation of District and nursing goals and values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a centre of excellence for nursing practice.

Key Accountabilities

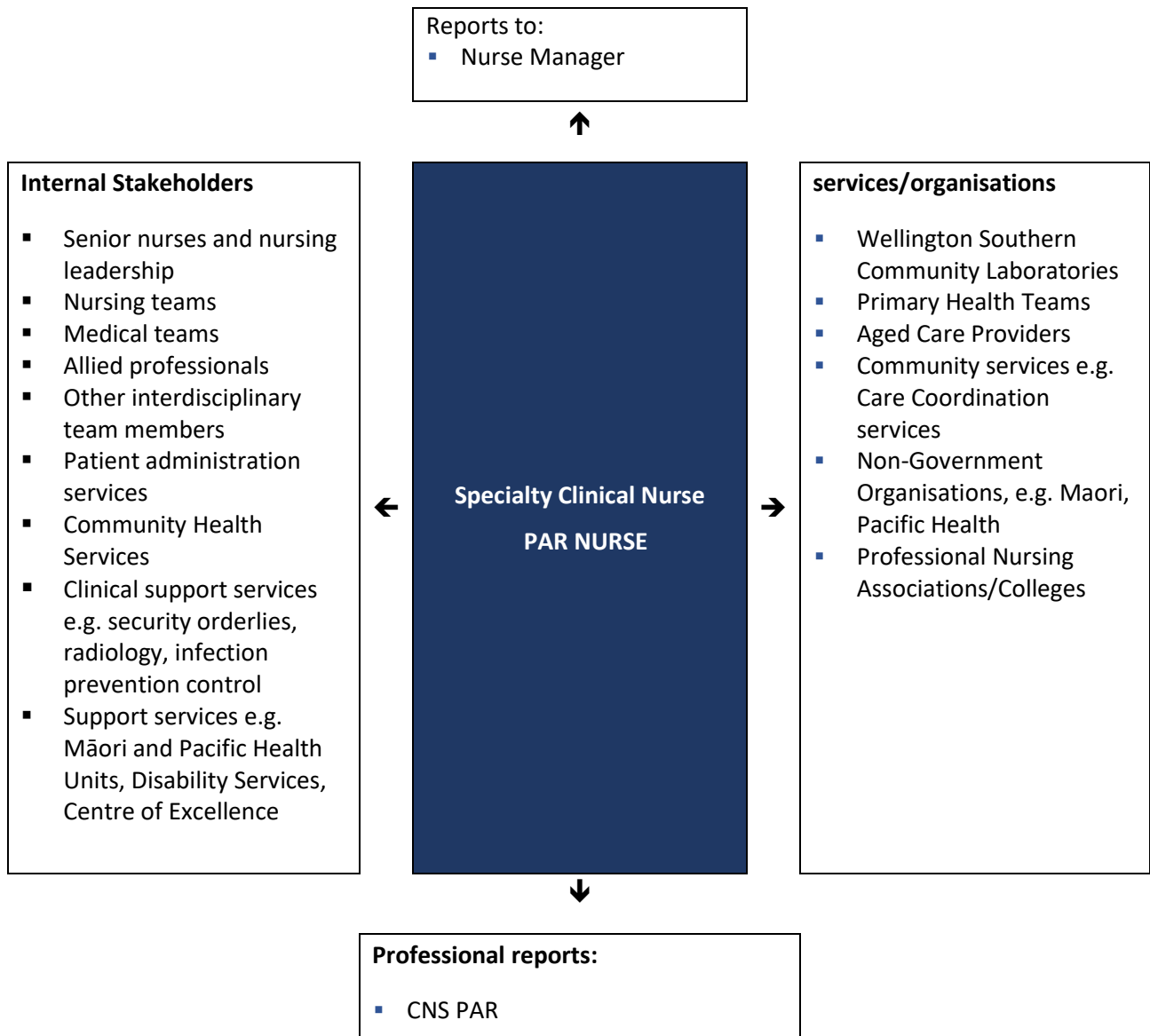
All Registered Nurses (RN) nurses employed by Capital, Coast & Hutt Valley District will have registration with the New Zealand Nursing Council (NCNZ), will fulfil all registered nursing competencies and maintain a current RN annual practising certificate. Application onto the Professional Development and Recognition Programme (PDRP) at Senior Expert pathway is required.

Key accountabilities	Deliverables / Outcomes
1. Professional Accountabilities	<ul style="list-style-type: none"> ▪ Accepts responsibility for ensuring their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements ▪ Role models best practice and applies the principles of Te Tiriti O Waitangi in nursing practice ▪ Applies Te Whatu Ora policies and processes and contributes to a safety culture for patients, whānau and staff ▪ Maintains a strict sense of professional ethics, confidentiality and privacy and abides by the District Code of Conduct ▪ Champions equity and diversity in the workplace ▪ Ensures health and safety practice meet the requirements of health and safety at work legislation
2. Clinical Expertise	<ul style="list-style-type: none"> ▪ Demonstrates expert clinical practice in PAR Nursing. ▪ Prioritises and responds to referrals from members of the inter-professional team in response to identified criteria / service needs ▪ Provides assessment, care planning and evaluation of the management of acutely unwell patients ▪ Uses assessment findings to anticipate likely course of events and implements appropriate changes to patient care ▪ Appropriately uses clinical judgement and decision making in implementing and modifying interventions ▪ Provides effective care and advocacy through participating in patient review in collaboration with the healthcare team ▪ Provides effective holistic support to patients and whānau

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Accurately documents patient assessment, interventions, referrals and follow-ups ▪ Practices both autonomously and collaboratively within RN scope of practice, recognises limitations and consults or refers on appropriately
3. Leadership	<ul style="list-style-type: none"> ▪ Contributes to achievement of strategic direction for defined speciality ▪ Contributes to the high performance of the specialty and maintains a service-wide profile ▪ Role models specialty clinical skills and professional nursing practice ▪ Coaches and supports the nursing team ▪ Promotes patient management that reflects current nursing knowledge, expected standards and best practice ▪ Incorporates an awareness of relevant standards/policies on provision of care delivery within the service ▪ Responds with constructive strategies to meet new challenges and actively supports change ▪ Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar ▪ Fosters and participates in peer review processes, case review and reflective practice
4. Inter-professional collaboration and provision of quality care	<ul style="list-style-type: none"> ▪ Collaborates with colleagues and members of the health care team to facilitate and coordinate care ▪ Establishes and maintains effective inter-professional relationships to achieve optimal patient and service outcomes ▪ Evaluates nursing practice against standards and best practice guidelines to ensure culturally safe care with equitable outcomes ▪ Identifies and contributes to quality improvement initiatives that support specialty goals ▪ Contributes to the development of specialty specific policies, procedures, documentation tools and information resources to enhance patient outcomes, following agreed District process ▪ Anticipates and manages clinical risk in specialty area ▪ Appropriately reports and contributes to the investigation and resolution of adverse events
5. Education and Evidence based practice	<ul style="list-style-type: none"> ▪ Provides specialty education ▪ Optimises nursing practice based on current evidence and incorporating Te Ao Māori perspective and equity focus ▪ Maintains high standard of required clinical competencies and technical expertise ▪ Reads widely and uses evidence based practice to maintain currency and inform practice. ▪ Proactive in furthering own professional development ▪ Promotes the specialty and/or service from a nursing perspective through informal or formal presentation (HV) ▪ Participates in local/national professional nursing or specialty groups

Key accountabilities	Deliverables / Outcomes
6. Proactively Manages Risk and Safety	<ul style="list-style-type: none"> ▪ Ensure practice meets health and safety at work legislation and compliance with Health & Safety policy and procedures ▪ Actively supporting all health and safety initiatives and contributes to a safety culture for patients whānau and staff ▪ Maintain a proactive culture of Health & Safety supported by systems ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Identifies and reports clinical risk factors as they pertain to the clinical areas they work within and manages these proactively ▪ As clinical expert contribute to reviews incidents/events/complaints as required to minimise risk and use findings to improve practice ▪ Maintains professional development to support role competencies and expanded practice when required for procedures.

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
Team work	<ul style="list-style-type: none"> ▪ Builds constructive and effective relationships ▪ Has a friendly and supportive manner ▪ Collaborates with fellow team members and work groups to achieve service objectives ▪ Shares knowledge and expertise with colleagues ▪ Seeks out opportunities to support others in achieving goals ▪ Recognises and respects individual differences ▪ Actively contributes to and accepts consensus decisions ▪ Shows understanding of how their own role directly or indirectly supports the health and independence of the community
Commitment to Kawa Whakaruruhau	<ul style="list-style-type: none"> ▪ Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi in nursing practice ▪ Works towards achieving equitable health outcomes for Māori ▪ Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care ▪ Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity ▪ Supports the expression of hauora Māori models of care and mātauranga Māori
Equity	<ul style="list-style-type: none"> ▪ Commits to helping all of our people to achieve equitable health outcomes ▪ 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 ▪ Supports the dismantling of policies, procedures and practices that cause inequity ▪ Supports Māori-led responses ▪ Supports Pacific-led responses ▪ Supports Disability-focused responses
Self-Management	<ul style="list-style-type: none"> ▪ Sets high personal standards and strives to achieve goals ▪ Is proactive and displays initiative ▪ Is resilient and able to adapt to change and can adjust work style and approach to fit with requirements ▪ Understands and acknowledges personal and professional limitations ▪ Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected ▪ Perseveres with tasks and achieves objectives despite obstacles. ▪ Is reliable - does what one says one will.

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ Understands and acknowledges personal and professional limitations ▪ Ability to work to deadlines to achieve outcomes ▪ Consistently performs tasks correctly - following set procedures and protocols.
Communication/Interpersonal Skills	<ul style="list-style-type: none"> ▪ Demonstrates compassion ▪ 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 ▪ Builds rapport and relates well to all kinds of people ▪ Adjusts style to the recipients and considers their frame of reference ▪ Uses diplomacy and tact and can diffuse high tension situations
Quality and 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. ▪
Professionalism	<ul style="list-style-type: none"> ▪ Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct. ▪ Is aware of professional boundaries ▪ Shows courtesy, respect, caring for people and their whānau in all aspects of nursing practice
Flexibility	<ul style="list-style-type: none"> ▪ Ability to flex within the scope of Registered Nurse practice to meet the changing needs of people and their whānau and the population ▪ Responds positively and collegially, to requests for help from other team members

Experience and Capability

Essential Professional Qualifications / Accreditations / Registrations skills and experience:

- Registration with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Demonstrates 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 the nursing role
- A commitment to achieving equitable outcomes for Māori
- Three or more years post graduate experience
- In-depth clinical assessment and reasoning skills and knowledge of pathophysiology and clinical management in relation to the specialty area
- Post graduate certificate relevant to the role or progress on relevant post graduate pathway
- Proficient on the PDRP pathway.
- A personal commitment to proficient on the PDRP pathway

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

- Commitment to Te Tiriti o Waitangi
- Living the District values
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

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