

Position Description

Position	Kaiwhakaako Tapuhi Nurse Educator
Team / Service	Nurse Entry to Specialist Practice team
Directorate	MHAIDS
District	Capital, Coast & Hutt Valley and Wairarapa Districts
Responsible to	Director of Nursing MHAIDS.
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 Porirua but travel to multiple locations across the district. From time to time as part of Variance Response this role 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.

Team Perspective

MHAIDS nursing is a specialist area of nursing. Nurses employed in MHAIDS must complete a pre-registration program or post graduate program in Mental Health or intellectual disability nursing.

The Nursing NESP education team contribute to the management of all aspects of the NESP Programme to include recruitment within ACE requirements and guidelines. To participate in coordination of the NESP placements including a minimum of two site visits every three months.

The team consists of NESP Educators, Māori NESP Educator/s and a Pacific NESP Educator. All work together to support the cohort of NESPs, with the Māori NESP Educator and Pacific NESP Educator having a primary role with Māori NESPs and Pacific NESPs.

Purpose of the Role

The Nurse Educator (NE) will contribute to the management of all aspects of the NESP Programme to include recruitment within ACE requirements and guidelines. To participate in coordination of the NESP placements including a minimum of two site visits every three months. To work with clinical teams and the District Student placement coordinators to monitor and support nursing students across MHAIDS clinical placements.

The NE – NESP will work within the NESP educator team to support and coordinate the program including:

- maintaining a record of trainees' progress (including attendance and assessment)
- liaison with clinical staff, including preceptor and supervisor selection
- facilitation of clinical placements for trainees outside the normal workplace setting where necessary
- curriculum development and review
- advice to trainees on the training programme requirements including guidance on recognition of prior learning
- coordination of clinical teaching, e.g. study days, tutorials
- coordination of clinical supervision for all NESPs
- programme (including clinical workplace/placement) evaluation and quality improvement
- competency assessment of trainees – this will include an ongoing formative assessment over the duration of the programme
- issue resolution between trainee/preceptors/supervisors
- participate in the advisory group, which provides appropriate knowledge and expertise from the mental health and addiction sector to ensure the relevance and currency of the programme
- Develop the report to the funder.

The NE - NESP will respond to the changing needs of the district, performing other tasks as required. The NE - NESP 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 center of excellence for nursing practice.

Key Accountabilities

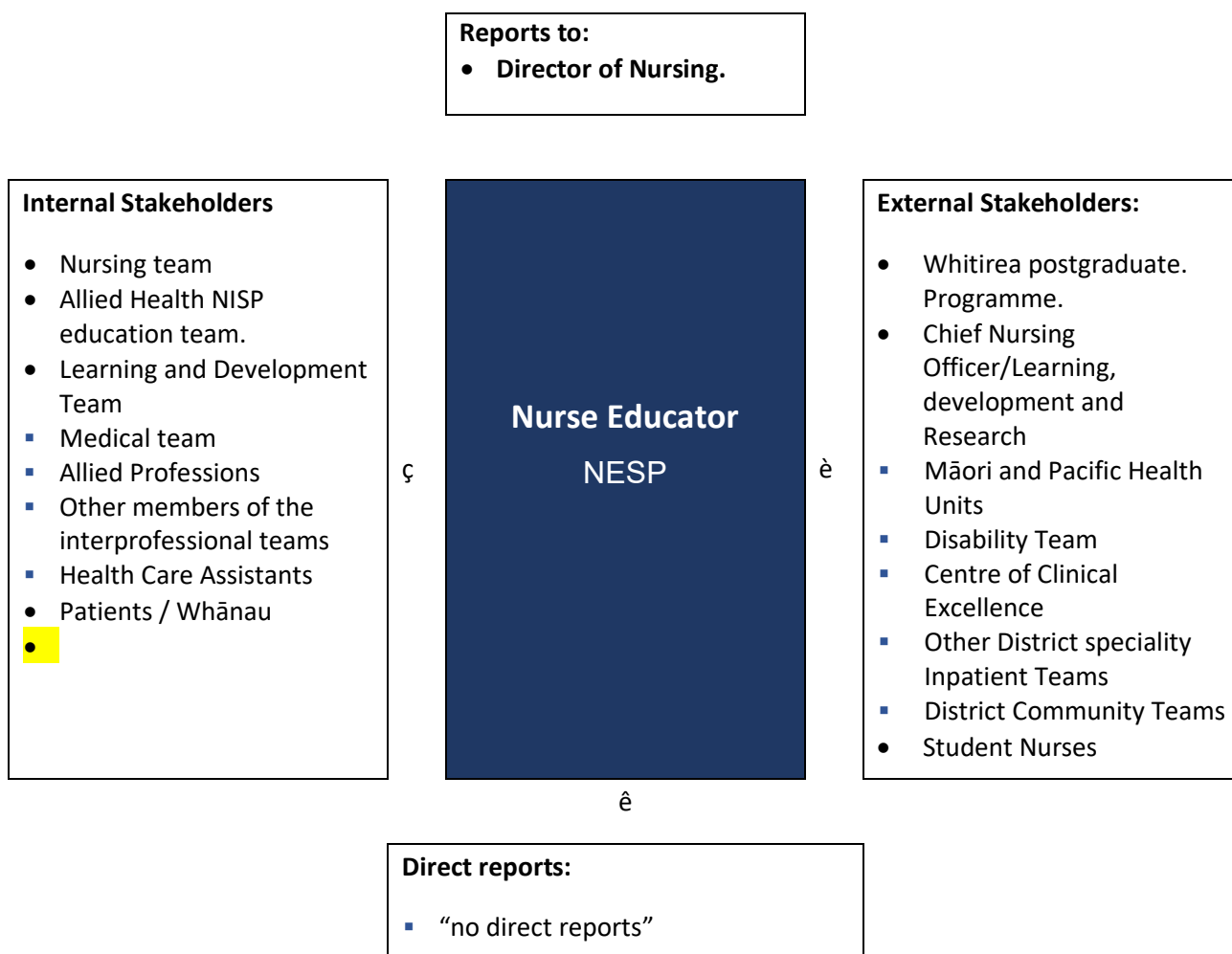
All Registered Nurses (RN) nurses employed by Capital, Coast & Hutt Valley District will have registration with the New Zealand Nursing Council (NCNZ), will fulfil all registered nursing competencies and maintain a current RN annual practising certificate. Application onto the Professional Development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

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
Leadership	<ul style="list-style-type: none"> • Contribute to the recruitment of Registered Nurses to the NESP Programme • Organises Supervision in a timely manner • Will be able to facilitate NESP supervision if required • Liaise with other services within the organisation and educational institutes • Contributes to achievement of MHAIDS Nursing Priority Goals & Objectives • Works with CNMs/TLs and CNSs to manage day to day NESP and preceptorship issues • Supports NESPs to successfully complete programme • Monitors and follows up NESP Preceptorship compliance with NESP requirements (across the district) • Recognition of financial and resources constraints • Organisational advocacy
Education, Research and Teaching	<ul style="list-style-type: none"> • Supports a contemporary NESP Programme inclusive of educational requirements, core competencies and dedicated orientation. • Meets the defined timeframes for the NESP programme • Contemporary teaching methodologies are utilised as relevant • Educational resources are current and meet organisational requirements • Supports and participates in MHAIDS Nursing education across the wider service when indicated.
Interprofessional collaboration and quality improvement	<ul style="list-style-type: none"> • Establishes and maintains effective inter-professional relationships • Ensures strong relationship and ties with the Allied Health NESP coordinators. <ul style="list-style-type: none"> ▪ Facilitates audits and practice reviews to identify education gaps and develops plans to address these ▪ Identifies and contributes to quality improvement initiatives ▪ Provides leadership in the development and implementation of policies, procedures and resources ▪ Contributes to the education, implementation and evaluation of practice innovation and new technologies/ procedures ▪ Anticipates and participates in management of clinical risk in specialty area

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Reports and contributes to the investigation and resolution of adverse events ▪ Active participation on the relevant steering groups • Identify and undertake audit activities and other practice evaluation activities • Supports compliance of preceptorship requirements in relation to NESP and other nurses new to MHAIDS accreditation • Ensures NESP Nurses achieve NESP requirements • Identify issues and undertake audit/practice review • Participate in district quality and policy initiatives
1. Workforce	<ul style="list-style-type: none"> ▪ Supports the nursing leadership team in workforce development strategies ▪ Engages staff in appropriate education i.e. organisational learning updates, service essential training and professional development opportunities to fulfil training requirements and individual nurses performance objectives ▪ Raises concerns about competence or conduct with CNM/TL in a timely manner and provides education and support to address these • Engage with model of care initiatives and leads change as required • Engages with Tertiary providers to ensure socialisation of MHAIDS Nursing as a career choice.
2. Professional Development	<ul style="list-style-type: none"> ▪ Proactive in identifying own professional development needs and negotiating appropriate resources ▪ Maintains current senior PDRP
3. Health & Safety	<ul style="list-style-type: none"> ▪ Ensures all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively supports and ensures compliance with Health & Safety policy and procedures; ensuring staff also support and comply ▪ Maintains 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
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

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ 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
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
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 ▪ 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 ▪ Builds rapport and relates well to all kinds of people ▪ Adjusts communication style to the recipients and considers their frame of reference ▪ Uses diplomacy and tact and can diffuse high tension situations
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
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

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ 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

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 significance and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in a senior nursing role
 - A commitment to achieving equitable outcomes for Māori
 - Completion of a postgraduate or pre-registration programme in mental health nursing.
- Minimum three years post graduate nursing experience
- Expert clinical skills and relevant technical expertise, certification or credentials
 - Strong verbal and written communication skills
- Relevant post-graduate qualification - working towards Master of Nursing
- Relevant qualification in adult education or working towards this within agreed timeframe
 - A personal commitment to on-going learning and development including attainment/maintenance of senior PDRP
 - Membership of Te Ao Māramatanga. New Zealand College of Mental Health Nurses.
 - Full drivers licence

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**