

Position Description | Te whakaturanga o mahi
Te Whatu Ora | Health New Zealand | Southern

Job Specifications	
Title	Nurse Practitioner
Reports to	Charge Nurse Manager
Team Name	
Department	
Location	Southern Region
Job band (indicative)	
Financial accountability	Nil
Date	18/07/2023

About the role

The primary purpose of the role is to:

- Provide expert clinical knowledge, skills and professional leadership within nursing.
- Work in partnership both clinically and professionally with senior clinical staff in area of practice, to promote health, prevent disease, diagnose, assess and manage people's health needs.
- Promote and conduct research, and to influence policy and strategic planning with regard to nurse practitioner issues within New Zealand.
- Provide advanced clinical care demonstrating academic and technical ability.
- Assist in the development of a framework for the ongoing clinical and professional development of the nurse practitioner group.
- Maintain a visible and credible profile in national nursing & health advisory groups.
- Provide treatment and interventions, including interpreting diagnostic laboratory tests and administering therapies.

Key Result Area	Expected Outcomes / Performance Indicators
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<p><i>Clinical practice accountability</i></p>	<p>Accountable for providing nursing consultancy advice, direction and case management for patients and their families.</p> <p>Use clinical assessment and guidelines to:</p> <ul style="list-style-type: none"> • determine the health status of patients • decide on referral or admission to hospital • identify abnormal findings, health risks and problems
	<ul style="list-style-type: none"> • formulate diagnoses • plan, evaluate and modify care. • Prescribe medications, interventions and appliances within the scope of practice, policies and protocols, and regulatory frameworks. • Audit and review prescribing, manage adverse reactions and situations of drug misuse. • Communicate with, educate, and involve the patient and family with all plans. • Collaborate with other members of the health care team across primary, secondary and tertiary settings. • Provide advice, consultancy, and support to nursing and clinical staff within the region.
<p><i>Professional nursing leadership accountability</i></p>	<ul style="list-style-type: none"> • Accountable for providing effective clinical and professional leadership across sectors and disciplines. • Provide an expert role to National Advisory Committees. • Lead and advise Southern District, to influence best practice implementation. • Leads, initiates or participates in complex clinical situations, and staff debriefings. • Aware of and contribute to national and international advances in nursing and policy. • Teach, coach, mentor and role model to develop advanced skills in nursing practice and professional development.
<p><i>Nursing practice accountability</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> Accountable for strategic influence on, and development of health and socio-economic policies, and nursing practice, at a local, national and international level. <input type="checkbox"/> Contribute to national policy and direction in relation to the nurse practitioner role and social policies impacting on care. <input type="checkbox"/> Identify, explore and implement strategies and innovative practices that contribute positively to the health status of the population. <input type="checkbox"/> Challenge and develop clinical standards, guidelines, protocols and policies. <input type="checkbox"/> Evaluates health outcomes and use information to determine nursing practice and policy.

	<ul style="list-style-type: none"> <input type="checkbox"/> Attend national and international conferences, forums and meetings, and present on clinical, professional issues and advanced nursing practice. <input type="checkbox"/> Works with the New Zealand Nursing Council, and other nurse practitioner networks and advisory groups, to shape the direction of the role.
Research and scholarly enquiry accountability	<p>Accountable for interfacing with all levels of nurse education to provide current, evidenced-based clinical education.</p> <ul style="list-style-type: none"> • Provide formal and informal education to enhance consistency with clinical practice. • Participate in undergraduate and postgraduate nursing programmes. • Initiate and participate in clinical research, design research proposals, undertake investigations, and uses research in clinical practice. • Share innovations and findings, and implementation of these is promoted
	<ul style="list-style-type: none"> <input type="checkbox"/> Performing other duties considered to be within the scope of this role as agreed by you and your manager.

Relationships key to this role

External	Internal
<ul style="list-style-type: none"> • Patients, whānau, caregivers • General Practitioners • Community Agencies • Other health providers • Tertiary education providers • Nursing Council of New Zealand 	<ul style="list-style-type: none"> • Te Whatu Ora Staff • Office of Chief Nurse Te Whatu Ora Southern

About us | Te Whatu Ora | Health New Zealand

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 with 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

The Southern District provides health services to the communities of Otago and Southland with a combined population of over 350,000 people, and tertiary-level services to the region. Dunedin Hospital provides specialised and complex medical care and is recognised as a tertiary hospital. It is our people that are fundamental to our success and our diverse workforce of over 4,000 employees provide care and support to more than 100,000 patients per year.

Te Mauri o Rongo – The New Zealand Health Charter (in draft)

Te Mauri o Rongo provides an overview of the intent of the charter. In order to guide the culture, values, and behaviour expected of the health sector, Health New Zealand Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with the heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled”.</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>“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”</i>
Whanaungatanga	We are a team, and together a team of teams	<i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora”</i>

Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i>
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Capabilities required for this role | Leading Self

To be effective and succeed in this role it is expected the person will have proven capabilities against the Leading-Self leadership focus. A person with this leadership focus will not hold formal leadership accountabilities but is responsible for displaying leadership character and driving service delivery within their role and team.

Therefore, critical capabilities for this role are:

Core Competencies / Capabilities	Expected Leadership Behavioural Descriptors Applicable to All Te Whatu Ora Southern Leaders of Self
Tuturu te whakahaere / Leadership character	<ul style="list-style-type: none"> ▪ Demonstrate the organisation’s values; take responsibility for your own actions; speak out for what is right; offer your own opinion, ask questions and make suggestions in an appropriate manner ▪ Resilient and adaptive – flexible and open to new ideas; recognise where change might be needed and identify how you may support change
Mōhiotanga / Māori Cultural Intelligence	<ul style="list-style-type: none"> ▪ Commit to embracing Māori World View, Tikanga and Te Reo ▪ Demonstrate critical consciousness and ongoing self-reflection on the impact of own culture on interactions and service delivery and to personally take a stand for equity
Ara whakamua - navigating the pathway forward	<ul style="list-style-type: none"> ▪ Recognise how the team and directorate activities and challenges impact your work, and how your work impacts others ▪ Recognise and can articulate how your own work directly contributes to the organisation’s vision and community outcomes
Kotahitanga - Stronger together	<ul style="list-style-type: none"> ▪ Demonstrate Te Whatu Ora’s values in all dealings with stakeholders ▪ Work as a supportive, collaborative team member by sharing information and acknowledging others’ efforts. ▪ Step in to help others when workloads are high and keep the team and the team leader informed of work tasks.
Whakapakari – growing the good	<ul style="list-style-type: none"> ▪ Clarify work required, expected behaviours and outputs; leverage own strengths, seek to constantly develop skills and work on knowledge gaps; look for and take opportunities for career development; share knowledge and support team members in their learning; act as a buddy/mentor, role model and sounding board for others

Tutuki – to achieve	<ul style="list-style-type: none"> ▪ Manage work priorities to deliver equitable, timely, high-quality, and safe care based on a culture of accountability, responsibility, continuous improvement and innovation ▪ Contributes to developing objectives and goals and recognises own role in achieving results that contribute to organisational outcomes
Health Safety and Environment	<ul style="list-style-type: none"> ▪ Exercise commitment to Health and Safety by adherence to all Health and Safety initiatives and taking all reasonable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm ▪ Consider the impact of your work on the environment and where possible engage in sustainable practices
Compliance and Risk	<ul style="list-style-type: none"> ▪ Take responsibility to report all risks and ensure these are mitigated ▪ Comply with all relevant statutory, safety and regulatory requirements applicable to the organisation

About you

You will have

Essential:

- Registration with the Nursing Council of New Zealand; inclusive of scope of practice
- Approved by the Nursing Council of New Zealand to hold nurse practitioner registration
- A current practising certificate with the Nursing Council of New Zealand.
- Masters qualified as per Nurse Practitioner expectations
 - Authorised Prescriber
- Ability to work in positions of responsibility, demonstrating assessment skills and independent decision-making.
- Involved in research, teaching and innovation that has changed clinical practice and patient outcomes
- Experience in implementing Te Tiriti o Waitangi in action

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
- Take care of your own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation’s vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility

- Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity
- Improves health outcomes through advanced nursing practice and with a specific population.
- Provide leadership and consultancy in their defined speciality practice area.
- Develop nursing guidelines and policy, nursing education, and nursing quality improvement in speciality.
- Shows scholarly research inquiry into nursing practice.
- Leads developments and changes in nursing practice.
- New Zealand full driver's license

Changes to Position Description

This position description is intended as an insight into 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 in response to the changing needs of the organisation and the nature of our work environment. Such change may be initiated as necessary by the manager of this job and any changes will be discussed with the employee before being made. The employee acknowledges they may be asked to perform other duties as reasonably required by the employer in accordance with the role. This position description may be reviewed as part of the preparation for performance planning for the annual performance review cycle.

Agreed:

	Employee	Manager
Signature		
Date		