

JOB TITLE: Nurse Educator

1. PURPOSE OF POSITION

The Nurse Educator is accountable for promoting, facilitating and providing clinical education to nursing teams, to enhance best patient care outcomes and to ensure safe nursing care practice standards are maintained. The Nurse Educator is a key leadership role, promoting clinical excellence and evidenced based professional nursing practice. The role provides education to all health care team members as well as assistance with post graduate study activities. From time to time the Nurse Educator may be required to deliver teaching at an undergraduate and post graduate level and will be responsible contributing to the delivery of Nursing and other strategic priorities for TDHB. The Nurse Educator will have service based and TDHB wide based education responsibilities.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board (TDHB) is committed to the strategic actions and behaviours of 'Work Together':

- Treating people with trust, respect and compassion
- Communicating openly, honestly and acting with integrity
- Enabling professional and organisational standards to be met
- Support achievement and acknowledging successes
- Creating healthy and safe environments
- Welcoming new ideas

3. DIMENSIONS

Reports to:	Director of Nursing or Associate Director of Nursing
Secondary reporting	
Number of people reporting to you	0-
Financial limits authority	-0
Operating Budget	-0

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4. WORKING RELATIONSHIPS

External	Internal
Western Institute of Technology National groups (dependent on portfolio held) Post graduate study University Program Leads	Director of Nursing Chief Operating officer ADON's Nurse Educator Colleagues Clinical Nurse Manager's Nursing staff Nursing Students Quality and Risk Medical staff

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Professional Responsibilities</p> <p>Effectively contributing to the overall growth, development and support of the nursing workforce within the DHB</p>	<ul style="list-style-type: none"> • Provide clinical coaching and mentorship to nursing. • Actively contribute to the appropriate nursing and organisational sector committees. • Promote effective teamwork and collaborative relationships within the multi-disciplinary team and across health services. • Foster the implementation of organisational and nursing strategic priorities, goals and values • Actively enhance TDHB’s nursing practice and performance by developing relationships with local, regional, national and international colleagues. • Apply critical reasoning and professional judgment to nursing practice issues/decisions. • Role model culturally safe nursing practice. • Undertake specific nursing or organisational responsibilities as required. • Leads professional conduct by example.
<p>2. Nursing Practice</p> <p>To lead and guide nursing staff to enable them to undertake their roles in a safe and reliable manner</p>	<ul style="list-style-type: none"> • Provide leadership to nursing staff to ensure staff can provide nursing care in line with best practice care standards. • Provide education to nursing staff which is well researched to ensure practice standards are consistent with evidence based practice. • Ensure ongoing audit and evaluation of the effectiveness of nursing practice in response to patient/client needs. • Promote the professional image of nursing. • Identifies situations of clinical risk and takes appropriate action to ensure safe environments of care.
<p>3. Nursing Education and Professional Development</p> <p>To effectively ensure education of nursing staff is relevant to the needs of the area and based on best practice guidelines whilst maintaining the focus of the annual plan</p>	<ul style="list-style-type: none"> • Ensure annual education plans are developed relative to needs analysis. • In conjunction with other nurse educators, coordinate, facilitate and deliver relevant TDHB wide education programmes, teaching sessions and learning opportunities. • Monitor, assess and evaluate the effectiveness of education programmes (including post graduate). • Demonstrate mentoring/coaching, teaching and supervision of nursing staff and other health professionals. • Develop and/or assist in the provision of innovative

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	<p>learning opportunities for staff.</p> <ul style="list-style-type: none"> Promote cultural awareness in educational programmes.
<p>4. Evidence Based Practice</p> <p>To foster best practice as a part of everyday practice and support nurses in developing their own skills</p>	<ul style="list-style-type: none"> Foster inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and client care. Work to ensure that recommended best practice guidelines/policies are research based and relevant across the TDHB nursing sectors. Participate in research as appropriate to projects undertaken.
<p>6. Workforce Planning</p> <p>To contribute to workforce planning from a nursing perspective as required</p>	<ul style="list-style-type: none"> Actively contribute to organisational workforce planning activities. Contribute to the development of short and long term recruitment and retention strategies. Assists with the development of a strategy to recruit new graduates to ICU.
<p>7. Continuous Quality Improvement/Risk Management</p> <p>To ensure that nursing staff practice in a safe manner at all times by involvement in the ongoing maintenance of strong continuous quality improvement and risk management practices.</p>	<ul style="list-style-type: none"> Demonstrate leadership in identifying, implementing and sustaining quality improvement projects some of which may be organisation wide. Review and develop policies relevant to position. Work in collaboration with the Quality/Risk team. Work with the TDHB nursing leadership to help define and implement strategies to support continuous quality improvement, maximising the involvement of nursing staff. Assist in the implementation of innovative nursing practice and models of care appropriate to best practice standards and patient needs. Assist in the implementation and management of initiatives to address differential access to healthcare services for Maori. Act to identify and minimise organisational risk.
<p>8. Professional Development and Recognition Programme (PDRP)</p>	<ul style="list-style-type: none"> Help build a culture within the organisation that is committed to career development. Provide assessment and moderation in the PDRP. Proactively participate in own performance review and maintains an up to date nursing portfolio.
<p>9. Professional development</p> <p>To support the growth and development of nursing</p>	<ul style="list-style-type: none"> Lead professional conduct by example. Practice in accordance with legal, ethical, culturally safe and professional standards. Maintain and develop own expertise and knowledge in nursing practice and education through continuing professional development.

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Organisational Accountabilities	Expected Outcome for all employees
<p>Health Equity</p>	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided • Contributes to hazard identification and management process • Reports accurately near misses/incidents/accidents in a timely manner • Participates in health and safety matters
<p>Personal Development</p>	<ul style="list-style-type: none"> • Fully contributes to the individual’s team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is reviewed.

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	<ul style="list-style-type: none">• Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.
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10. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

11. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Nursing Directorate team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making.
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.
Cultural Safety Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

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Capability

Teamwork

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.

12. EDUCATION

New Zealand Registered Nurse
Post graduate Diploma or working towards
Up to date Nursing Portfolio at Expert level
Masters Degree or working towards

13. SKILLS

Leadership and patient/family centred management skills.
Knowledge of Quality Improvement processes and principles.
Knowledge and Understanding of Treaty of Waitangi and implications in nursing practice.
PDRP Expert Nurse or working towards.
Knowledge of nursing professional issues.
Flexible working skills.
Research skills.
Policy and guideline development.
Adult teaching and education skills.

14. EXPERIENCE

At least 5 years post graduate nursing experience in an acute complex care clinical setting with ICU experience.
Experience in multi disciplinary clinical teaching.