

CLINICAL NURSE EDUCATOR, Child and Maternal Health Service

1. PURPOSE OF POSITION

The Clinical Nurse Educator (CNE) is accountable for promoting, facilitating, providing and evaluating innovative and structured clinical education & training programmes to nursing teams, to develop nursing care expertise, enhance patient care outcomes and to ensure safe nursing care practice standards are maintained. The CNE is a key leadership role, promoting clinical excellence and evidenced based professional nursing practice in the child and maternal health services.

The CNE will be service based across Child and Maternal Health with some Te Whatu Ora – Taranaki wide based education responsibilities. The role includes assistance with post graduate study activities and career planning, whilst also contributing to the delivery of Nursing and other strategic priorities for Te Whatu Ora – Taranaki.

2. ORGANISATIONAL VALUES

Te Whatu Ora – Taranaki mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Our values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to	Professional Lead – Nursing
Secondary reporting	0
Number of people reporting to you	0
Financial limits authority	0
Operating Budget	0

4. WORKING RELATIONSHIPS

External	Internal
Tertiary Education Providers National Professional Groups	Professional Lead – Nursing Workforce Lead – Nursing Director of Midwifery Chief Operating Officer Hospital Manager, Acute & Planned Care Associate Directors of Nursing Nurse Managers/Managers Clinical Nurse Managers/Associate Clinical Nurse Managers Nurse/Anaesthetic Technician Educators Nursing Staff Health Care Assistants Nursing Students Clinical Governance Support Unit Safe Staffing Programme Manager Patient Acuity Data Coordinator Medical Staff Support Staff

5. ACCOUNTABILITIES

Key area of responsibility	Expected activities/outcomes
Nurse Education 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	<ul style="list-style-type: none"> • Develop, maintain, facilitate and evaluate an effective induction and orientation programme for nurses and Health Care Assistants (HCAs). • Develop curricula, maintain, facilitate and evaluate innovative and structured education & training programme for nurses developing their scope of practice from competent to expert level. • Uses educational theory and research to structure learning environments, plans & assessment. • Undertake valid & reliable assessment of nurse and HCA competence. • Provides train-the-trainer training to unit champions. • Education & training programmes are designed and delivered to reflect the strategic direction of the child and maternal health services and future practice expectations. • National specialty frameworks are integrated into the education pathway such as Knowledge & Skills frameworks. • Develop curricula, maintain, facilitate and evaluate a

	<p>planned and structured education & training programme for HCAs, including meeting requirements for merit steps.</p> <ul style="list-style-type: none"> • Embed Te Whatu Ora – Taranaki Health Plan actions into education plans such as improving patient outcomes, reducing health inequities and use of Māori models of health. • Monitor student learning progression and provide coaching & mentoring to preceptors and students. • Advises and mentors nurses undertaking external professional development programmes as part of their career planning such as graduate, post-graduate and studies and external courses. • Mentors and coaches nurses in their planning for Professional Development & Recognition Programme (PDRP) portfolio achievement, including the use of PDRP day(s) as appropriate and HCAs to achieve merit steps. • Provide PDRP portfolio assessment and moderation. • Mentor senior nurses with professional development and career planning including leadership, management, education, research, policy and quality direction. • In conjunction with other Nurse, Midwife and Anaesthetic Technician Educators, coordinate, facilitate and deliver <i>relevant</i> Te Whatu Ora – Taranaki wide education programmes, teaching sessions and learning opportunities, particularly in relation to child and maternal health practice. • Undertake and produce <i>relevant</i> audit reports to provide evidence of compliance with education & training objectives and change in practice as a result of learning programmes. • Seeks opportunities to work clinically with nurses in the services; developing their competence in providing skilled nursing care, undertaking advanced assessment skills and care planning ability, clinical reasoning and judgement.
<p>Nursing Practice 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"> • Contribute to the development and facilitation of practice development education & training plans for change in practice such as new services, models of care and technology. Uses effective change management skills to effect practice changes. • Contribute to the establishment of <i>relevant</i> policy and standards with the use of critically evaluated research in order to ensure best practice standards are maintained. • Participate as a member of the service senior nursing team, and implement clinical practice initiatives, systems and processes related to health directives, such as Care

	<p>Capacity Demand Management (CCDM) and as agreed by the team, to ensure consistency through education & training, of best practice across the service.</p> <ul style="list-style-type: none"> • Responds appropriately to red and mauve Variance Response Management alerts. • Participates in professional discussions in order to influence and provide an educational perspective of development of the profession and services. • Identifies situations of clinical risk and takes appropriate action to ensure safe environments of care. • Provide coaching to staff, stimulating critical thinking/ clinical reasoning to enable early intervention for the high acuity / deteriorating patients. • Uses highly developed communication, change management and leadership skills to affect the role. • Practice in accordance with legal, ethical, culturally safe and professional standards. • Promote the professional image of nursing. • Role model professional nursing practice.
<p>Professional Responsibilities</p> <p>Effectively contributing to the overall growth, development and support of the nursing workforce within Te Whatu Ora - Taranaki</p>	<ul style="list-style-type: none"> • Challenges practice and provide clinical coaching and mentorship to nursing. • Actively contribute to the <i>appropriate</i> nursing and organisational sector committees, particularly in relation to child and maternal health practice. • Promote and role model effective teamwork and collaborative relationships within the multi-disciplinary team and across health services. • Contribute to the implementation of organisational and nursing strategic priorities, goals and values. • Actively enhance Te Whatu Ora – Taranaki’s nursing practice and performance by developing relationships with local, regional, national and international colleagues. • Apply and role model critical reasoning and professional judgment to nursing practice issues/decisions. • Undertake specific nursing or organisational responsibilities as required.
<p>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. • Participate in the organisation research vision & strategy, particularly in relation to child and maternal health nursing.
<p>Workforce Planning</p>	<ul style="list-style-type: none"> • Actively contribute an education voice to the child and maternal health service workforce planning.

<p>To contribute to workforce planning from a nursing perspective as required</p>	<ul style="list-style-type: none"> • Contribute an education perspective to the development of short and long term recruitment and retention strategies. • Assists with the development of a strategy to recruit and retain new graduates in the child and maternal health services.
<p>Continuous Quality Improvement /Risk Management</p> <p>To ensure that nursing staff practice in a safe manner at all times by involvement in continuous quality improvement and risk management practices.</p>	<ul style="list-style-type: none"> • Mentor nurses in identifying, implementing and sustaining quality improvement projects in the unit or organisation wide. • Use relevant incident reports (e.g.: Datix) findings to determine education & training requirements. • Assist with an education perspective, in the implementation of innovative nursing practice and models of care appropriate to best practice standards and patient needs. • Assist with an education perspective, in the implementation and management of initiatives to address differential access to healthcare services for Māori.
<p>Professional development</p> <p>To support the growth and development of nursing</p>	<ul style="list-style-type: none"> • Maintain and develop own expertise and knowledge in nursing practice and education pedagogy through continuing professional development and links with national/international bodies. • Undertakes a formal peer-review of teaching practice annually.
<p>Organisational Accountabilities</p>	<p>Expected Outcome for all employees</p>
<p>Health Equity</p>	<p>Te Whatu Ora - Taranaki 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 Te Whatu Ora - Taranaki Pae Ora Framework, Appendix I; ○ 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

	<p>for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy;</p> <ul style="list-style-type: none"> ○ 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 Te Whatu Ora - Taranaki Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of Te Whatu Ora - Taranaki including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	<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
Personal Development	<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. • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. 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.

7. 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
<p>Effective Communication</p> <p>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.</p>
<p>Decision Making/Problem Solving</p> <p>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.</p>
<p>Innovation/Initiative</p> <p>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.</p>
<p>Resilience/Flexibility</p> <p>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.</p>
<p>Cultural Safety</p> <p>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.</p>
<p>Teamwork</p> <p>Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.</p>

8. EDUCATION

- New Zealand Registered Nurse with a current Annual Practicing Certificate.
- Up to date Nursing Portfolio at Expert level (or commitment to working towards within six months of appointment).
- Master's degree or PG Diploma and working towards Masters completion.
- Teaching qualification or working towards completion.
- Coaching/Mentoring training or working towards.
- Resuscitation Certificate holder:
 - CORE Advanced
- Resuscitation Training Instructor:

- Paediatric Advanced Life Support
 - Neonatal Advanced Life Support
- or prepared to work towards within one year of appointment.

9. SKILLS

- Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety and professional standards.
- Knowledge and understanding of Treaty of Waitangi and implications for nursing education.
- Expert level advanced assessment skills and care planning ability, clinical reasoning and judgement.
- Leadership & change management skills.
- Excellent interpersonal skills.
- Coaching & mentoring skills.
- Train the trainer skills.
- Effective time management.
- Quality Improvement skills.
- Flexible working skills.
- Research skills.
- Policy and guideline development.
- Education & training / programme development skills.
- Te Whatu Ora – Taranaki Health Plan knowledge.

10. EXPERIENCE

- At least five years post graduate nursing experience in an acute child health care setting, including advanced assessment and managing the deteriorating patient skills.
- Experience in multi disciplinary clinical teaching.

11. KPIs – these are subject to change

- Education programmes include teaching leading to improving health outcomes, reduction in health inequities and Māori models of care.
- 80% of nurses have a current PDRP portfolio.
- Formal annual peer-review of teaching completed.
- Competent to expert education & training programme in place.
- Minimal number of PDRP portfolio assessments and moderation completed annually.
- Induction & orientation programmes for all new staff are completed within three months.