

Position Description

Position	Speciality Clinical Nurse - Technician
Team / Service	Intensive Care Services (ICU)
Group	Hospital Operations
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Nurse Manager (CNM) ICU
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 Hutt Valley Hospital (primary site).

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.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tolu Always caring and Mahi Rangatira being our Best

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.

Service Perspective

Over the last two years ICU has seen investment increase the bed status from four to eight beds along with the staff to support this uplift. The funding has enabled the unit to buy additional equipment and training to now be able to offer renal replacement therapy. The hospital operations group is one of six within CCHV district provider services. Specialities within the Directorate are at secondary and tertiary level with service provision for the district, the central region and wider regions.

Hutt Valley District is a tertiary referral centre for plastics, oral maxillofacial and burns patients with the ICU supporting these services. The majority of care provided in ICU is to burns, plastics, orthopaedics, general medicine and surgical patients. The unit does not manage major trauma patients, but we may be involved in preparing them for transfer to another hospital.

Purpose of the role

The Speciality Clinical Nurse (Technician) is a broad role that provides a technical support presence on week days. The SCN-Tech is the main interface between ICU and the commercial sector. The role requires regular liaison with medical companies and their representatives, procurement and the supply department to maintain an up to date knowledge of products and ICU service requirements. The inventory of equipment and the availability of stores to meet the dynamic needs of the unit are another key responsibility. 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 critical care environment is one of continuing technological change. The SCN-Tech leads trials for new and replacement equipment. The planned introduction of new equipment and associated staff education requires collaboration with the senior team to ensure its smooth rollout. The Specialty Clinical Nurse -Technician role needs to be an advocate for the ICU's strategic direction.

Quality improvement and patient safety is an important part of this role. The Speciality Clinical Nurse – Technician (SCN-Tech) will provide support to all clinical staff on the floor to bring about practice improvements and enhance safety. The SCN-Tech has a delegated responsibility from the Nurse Manager ICU to ensure that equipment is safe and those who use it are competent to practice with it.

The Speciality Clinical Nurse – Technician (SCN_Tech) working for Hutt Valley ICU will have a desire to develop in an area of nursing; will have the ability to work using a team nursing approach, demonstrate values consistent with those of Te Whatu Ora and will be committed to the principles of the Treaty of Waitangi.

The SCN - Tech working hours will be rostered and rotating and may work across the district as required due to patient safety and workforce necessities.

The *SCN - Tech* will respond to the changing needs of Te Whatu Ora, performing other tasks as required. The *SCN - Tech* is expected to contribute to the implementation of District and nursing goals and values, and to promote Te Whatu Ora as a centre of excellence for nursing practice.

Key Accountabilities

The following accountabilities derive from competencies outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

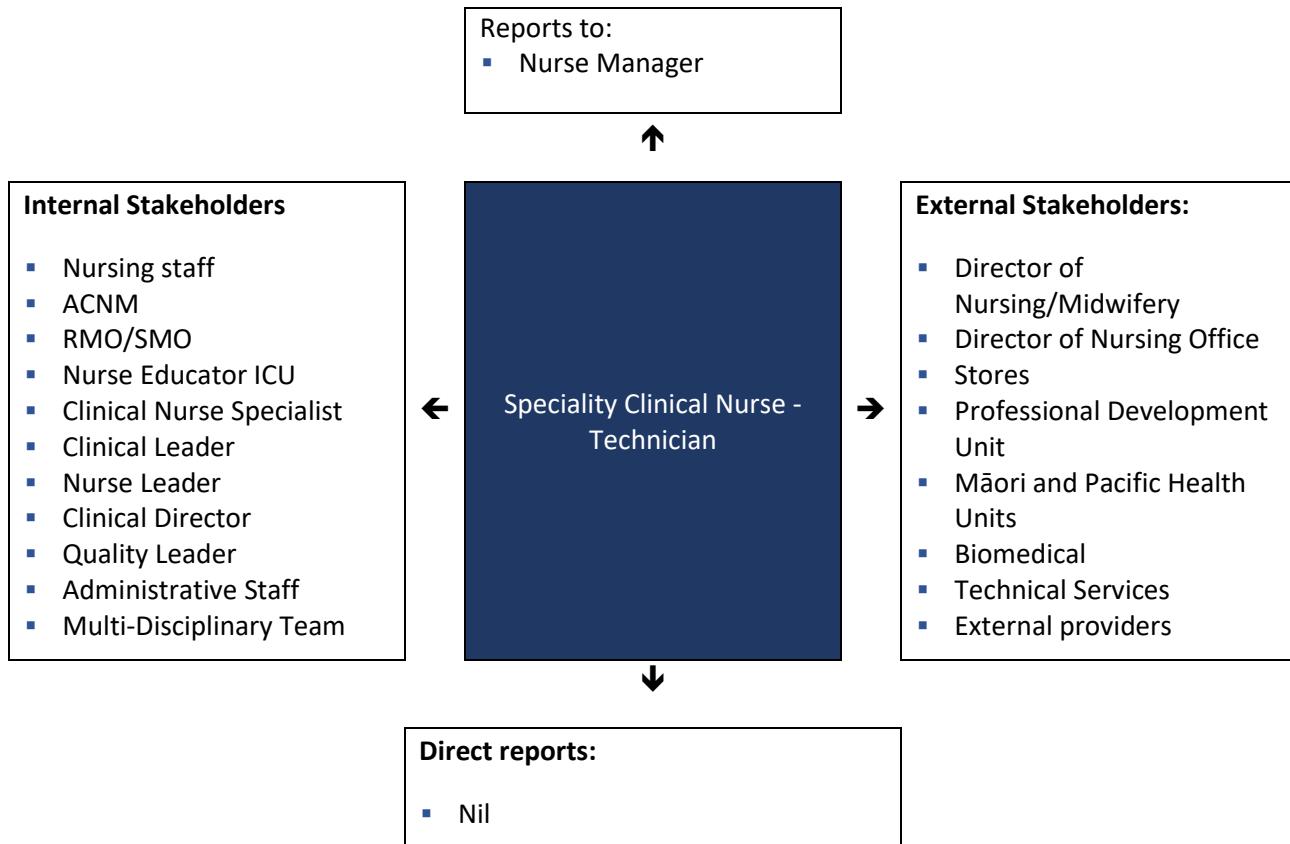
In this Role Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
1. 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 an organisation and service wide profile. Liaises with other services across Health NZ/Te Whatu Ora. Leads and supports the development of evidence based clinical practice for the specialty. Challenges clinical issues and seeks resolution. 	<ul style="list-style-type: none"> Achievement of assigned SCN goals as described in annual service plan. Establishment of effective relationships with staff within service and across the wider organisation is demonstrated. Contributions made to senior staff meetings are demonstrated. Monthly reports to the senior staff regarding issues, developments and improvement strategies are done. Solutions to patient care issues through improvements in equipment and its use are initiated and developed.
2. Clinical Expertise	<ul style="list-style-type: none"> Demonstrates advanced clinical practice. Provides advice in complex clinical issues within the unit and across disciplines. Initiates regular opportunities to collaborate with area staff to review technical modes/equipment for care and outcomes. Takes responsibility for providing ongoing expert advice, support and collaboration to ensure equipment/technology meets patient needs Collaborates with appropriate personnel on service delivery issues. 	<ul style="list-style-type: none"> Clinical improvements are initiated within the service. The provision of Technical advice that is grounded in clinical knowledge is demonstrated. The provision of clinical and technical support for ICU patients living in the community is demonstrated. Includes providing advice coordinating essential equipment servicing and ensuring provision of appropriate consumables. The identification and reporting of practice issues from the clinical environment and the participation in creation of solutions are demonstrated. The encouragement of standardisation by developing protocols and guidelines, aligned with evidence-based research, which are developed with and utilised by clinician is demonstrated. As demonstrated by ongoing membership and attendance of Health NZ/Te Whatu Ora procurement, nursing and biomedical forums.

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
3. Quality and Risk	<ul style="list-style-type: none"> • Actively participates on the relevant quality improvement group. • Participates in reportable event investigations where appropriate. • Identifies and undertakes audit activities and other practice evaluation activities. • Participates in DHB quality and policy initiatives. • Uses planned approach to practice innovation. 	<ul style="list-style-type: none"> • Health and Safety Compliance is achieved by ensuring identified risk and hazards are recorded in the appropriate register. • Annual Biomedical and Electrical safety audit meets 100% compliance. • 100% of new clinical equipment is compliant with biomedical requirement before reaching the unit floor. • Role model Exemplary infection control standards with equipment cleaning is role modelled and its safety with infectious patients is demonstrated. • ICUs Clinical Risk Meeting minutes are reviewed and participation in improvement strategies is demonstrated. • 100% of scheduled audit is completed. • Outcomes of audit activities are reported; improvement strategies developed and progress regularly evaluated. • Contribution to nursing practice guideline development through a review of new evidence particularly when introducing new technologies is demonstrated. • Collaboration with Laboratory staff on the quality of point of care testing is demonstrated as ongoing.

4. Education and Research	<ul style="list-style-type: none"> Actively participates on the relevant quality improvement group. Participates in reportable event investigations where appropriate. Identifies and undertakes audit activities and other practice evaluation activities. Participates in DHB quality and policy initiatives. Uses planned approach to practice innovation. 	<ul style="list-style-type: none"> Collaboration with the senior team to ensure a clear education plan around the use of equipment and the introduction of new products and technologies is demonstrated. Active support of trials of new equipment and other related innovations is demonstrated. The maintenance and provision of access to current resources to support staff education and information requirements is demonstrated. The collaboration in developing appropriate protocols, policies and guidelines for the specialty is demonstrated Protocols, policies and guidelines are updated. The participation in formal and informal education provision to enable equipment to be used safely and effectively is demonstrated. <p>The outcome of the education plan assessed.</p>
5. Professional Development	<ul style="list-style-type: none"> Actively participates on the relevant quality improvement group. Participates in reportable event investigations where appropriate. Identifies and undertakes audit activities and other practice evaluation activities. Participates in DHB quality and policy initiatives. Uses planned approach to practice innovation. 	<ul style="list-style-type: none"> Has a Portfolio evidence of ongoing Nursing Council competence requirements. Evidence of study. NZICU Technician Network.

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
Problem Solving	<ul style="list-style-type: none">Uses rigorous logic and methods to solve difficult problems with effective solutions.Probes all fruitful sources for answers.Can see hidden problems.Is excellent at honest analysis.Looks beyond the obvious and doesn't stop at first answers.
Composure	<ul style="list-style-type: none">Is cool under pressure.Does not become defensive or irritated when times are tough.Is considered mature.Can be counted on to hold things together during tough times.Can handle stress.Is not knocked off balance by the unexpected.Doesn't show frustration when resisted or blocked.Is a settling influence in a crisis.

Competency	Behaviours
Decision Quality	<ul style="list-style-type: none"> ▪ Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment. ▪ Most of his/her decisions and suggestions turn out to be correct and accurate when judged over time. ▪ Sought out by others for advice & solutions.
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important. ▪ Quickly zeroes in on the critical few and puts the trivial many aside. ▪ Can quickly sense what will help or hinder in accomplishing a goal. ▪ Eliminates roadblocks. ▪ Creates focus.
Communication	<ul style="list-style-type: none"> ▪ Practises active and attentive listening. ▪ Explains information and gives instructions in clear and simple terms. ▪ Willingly answers questions and concerns raised by others. ▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.
Interpersonal Savvy	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation. ▪ Builds appropriate rapport. ▪ Builds constructive and effective relationships. ▪ Uses diplomacy and tact. ▪ Can diffuse even high-tension situations comfortably.
Teamwork	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive sense of humour. ▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues. ▪ Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. ▪ Supports in word and action decisions that have been made by the team. ▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.

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
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP

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

- Preference for acute care nursing experience
- Expert speciality knowledge
- Clinical coordination

- Background in critical care nursing
- Intensive care course or relevant post graduate qualification desirable.
- 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
- Delivering identified outcomes
- High quality care for the patient/client/whanau

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