Position Description

Position	**Nurse Educator | Kaiwhakaako Tapuhi**
Team / Service	Hutt Valley Nurse Educator Team
Directorate	Nursing & Midwifery Office
District	Capital, Coast & Hutt Valley
Responsible to	Charge Nurse Manager Education
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. 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.

Hutt Valley Nurse Educator Team Perspective

The Hutt Valley Nurse Educator team report to the Charge Nurse Manager Education. They work in partnership with Clinical Nurse Managers and Service Managers to ensure that the provision of patient care is supported by contemporary and recognised best practice. The Nurse Educator (NE) team work closely with the Workforce and Practice Development Unit and strategic partners to deliver education and professional development opportunities which will enhance staff skills and capability to provide high quality and safe services.

Service Perspective

District Nursing – Hutt Valley

District Nursing at Hutt Valley provides essential community-based care, supporting patients to remain safely in their homes and avoid unnecessary hospital admissions. The service delivers a wide range of complex clinical interventions including wound care, IV therapy, palliative care, and chronic disease management.

The team consists of highly skilled Registered Nurses, Enrolled Nurses, and Health Care Assistants, working collaboratively to deliver safe, person-centred care across the Hutt Valley region. The service operates seven days a week and is a key part of the integrated care model within Te Whatu Ora.

Leadership is provided by the Clinical Nurse Manager for District Nursing, reporting through to the Service Manager for Community Health Services. Professional nursing leadership is supported by the Nurse Director for Primary, Community and Integrated Care.

District Nursing is committed to clinical excellence and continuous professional development. The introduction of a Nurse Educator role will strengthen education pathways, support staff capability, and enhance the quality of care delivered in the community.

Purpose of the Role

The Nurse Educator (NE) is responsible for facilitating training and education that develops the nursing workforce competence and capability both within District Nursing and across the District. This is a senior designated nursing role is critical for ensuring and maintaining essential nursing knowledge and standards of safe quality care.

Practice development and change implementation are important aspects of the educator role as clinical and health care delivery context changes rapidly. Educators lead the implementation of nursing education,

change and practice development across the services, supporting C,C&HV strategic direction. This is achieved through developing, implementing and evaluating orientation, ongoing training, education programmes and resources. Training delivery occurs in both clinical and non-clinical settings.

The NE provides professional and clinical nursing leadership, working with staff to meet quality and safety standards of care. This includes contributing to development of policies and procedures. The clinical component of the role is to provide expertise and role modelling by working with staff to teach, coach and demonstrate practice excellence.

The NE works closely with nursing leadership and the Workforce and Practice Development Unit to support workforce development through Clinical Learning Experiences (pre-registration placements), the Nurse Entry to Practice (NETP), PDRP and Preceptor Programmes.

The Nurse Educator will:

- Have sound clinical practice
- Be an expert in education delivery, informed by assessing the nursing team's educational needs and outcomes
- Provide education across District Nursing and share speciality knowledge and skills across the organisation to optimise assessment, care and outcomes for patients
- Conduct training needs assessments informed by practice and organisational need
- Provide clinical expertise and work alongside staff in the management of complex/ challenging clinical cases
- Engage clinical staff in providing teaching sessions to encourage team responsibility for learning
- In collaboration develop, review and evaluate progress against District Nursing workforce development plan
- Collaborate with other Nurse Educators and Clinical Nurse Specialists to develop shared education packages/resources and participate in education across the organisation as required

The NE will respond to the Districts changing needs, performing other tasks as required. The NE is expected to contribute to implementing District and nursing goals and values, while promoting Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a centre 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
1. Leadership	▪ Role models and applies the principles of Te Tiriti O Waitangi in nursing practice ▪ Applies Te Whatu Ora policies and processes and contributes to a safety culture for patients, whānau and staff

Key accountabilities	Deliverables / Outcomes
	▪ Works across the service as part of the leadership team and incorporates the organisational priorities into practice ▪ Champions equity and diversity in the workplace ▪ Takes accountability for developing and motivating the team ▪ Demonstrates organisational and professional advocacy ▪ Maintains clinical currency and role models specialty clinical skills ▪ Uses evidence to lead practice development for the ward / service ▪ Challenges clinical issues and seek resolution ▪ Ensures awareness of relevant standards/policies on provision of care delivery within the service ▪ Responds with constructive strategies to meet new challenges and actively supports change ▪ Fosters reflective practice ▪ Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties
2. Education and Teaching	▪ Plans and leads nursing education within the service and across the organisation ▪ Uses adult teaching strategies to develop and deliver education plans ▪ Works directly with patients and staff across the service and associated areas as an expert teaching resource, coach and role model ▪ Maintains high standard of clinical and technical expertise ▪ Optimises nursing practice based on current evidence and incorporating Te Ao Māori perspective and equity focus ▪ Educates nurses to ensure culturally safe practice with focus on equitable outcomes ▪ Ensures effective preceptorship and orientation of students and nursing team ▪ Supports student learning experiences and liaises with tutors ▪ Monitors provision of learning requirements and maintains records of staff training ▪ Actively promotes and assists nurses to develop and progress on PDRP and supports individual professional development plans ▪ Shares knowledge and research in different context e.g. presentations , seminars, study days, conferences ▪ Proactive in furthering own professional development ▪ Participates in district, regional and national professional nursing or specialty groups ▪ Actively supports and educates to ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply
3. Interprofessional collaboration and quality improvement	▪ Establishes and maintains effective inter-professional relationships ▪ Facilitates audits and practice reviews to identify education gaps and develops plans to address these ▪ Identifies and contributes to quality improvement initiatives

Key accountabilities	Deliverables / Outcomes
	▪ 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 ▪ Reports and contributes to the investigation and resolution of adverse events
4. Workforce	▪ Supports the nursing leadership team in workforce development strategies ▪ Facilitates support of Māori and Pacific workforce in line with strategic nursing priorities ▪ 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 in a timely manner and provides education and support to address these ▪ Engages actively with staff to ensure safe staffing initiatives and Trendcare activity is carried out in a timely manner ▪ Engage with model of care initiatives and leads change as required
5. Professional Development	▪ Proactive in identifying own professional development needs and negotiating appropriate resources ▪ Maintains current senior PDRP
6. Health & Safety	▪ 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

Reports to:
- Charge Nurse Manager Education

Internal Stakeholders

- Nursing team
- Health Care Assistants
- Medical team
- Allied Professions
- Other members of the inter-professional teams
- Patients / Whānau
- Workforce and Practice Development Unit
- Chief Nursing Officer
- Nurse and Midwifery Leadership Team
- Māori and Pacific Health Units
- Disability Team
- Centre of Clinical Excellence
- Other District speciality Inpatient Teams
- District Community Teams
- People & Culture / Capability Development team

Nurse Educator

External Stakeholders:

- Chief Nursing Officer/Director of Midwifery
- Nurse Directors
- Workforce and Practice Development Unit
- Inter-professional teams
- Learning, development and Research
- Māori and Pacific Health Units
- Disability Team
- Centre of Clinical Excellence
- Other District speciality Inpatient Teams
- District Community Teams
- Student Nurses
- Volunteers
- Tertiary Education Providers
- Nursing & paramedic students
- Learning, development and Research
- Volunteers

Direct reports:

- "no direct reports"

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	▪ 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	▪ Commits to helping all of our people to achieve equitable health outcomes ▪ 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	▪ 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	▪ 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	▪ 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

Competency	Behaviours
	▪ Adjusts communication style to the recipients and considers their frame of reference ▪ Uses diplomacy and tact and can diffuse high tension situations
Flexibility	▪ 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	▪ 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 ▪ Arranges information and files in a useful manner
Planning	▪ 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
- 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 Masters 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

Reference: Stillwell, Y & Haitana J. (Oct 2022). Kaiwhakaako Haumanu Tapuhi, Registered Nurse Clinical Coach, Te Whatu Ora | health New Zealand

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