

Te Whatu Ora

Health New Zealand

POSITION DESCRIPTION

POSITION: Nurse Practitioner – Emergency Department

RESPONSIBLE TO: Associate Director of Nursing / Operations Manager Wairau Hospital

DIRECT REPORTING LINE: Charge Nurse Manager, Emergency Department Wairau Hospital

Te Whatu Ora Health New Zealand (Nelson Marlborough)

Our vision: All people live well, get well, stay well. Kaiao te tini, ka ora te mano, ka noho ora te nuinga.

Our mission: Working with the people of our community to promote, encourage and enable their health, wellbeing and independence

Our Values – Ā Mātou Uara:

Respect: We care about, and will be responsive to, the needs of our diverse people, communities and staff.

Innovation: We will provide an environment where people can challenge current processes and generate new ways of working and learning.

Teamwork: We create an environment where teams flourish and connect across the organisation for the best possible outcome.

Integrity: We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times.

PURPOSE OF POSITION

The Nurse Practitioner Emergency Department (NP) provides specialist expertise, advanced clinical skill and leadership in the area of Emergency Nursing.

The NP will combine advanced nursing knowledge and skills in Emergency Care with diagnostic reasoning and therapeutic knowledge to provide patient-centred healthcare services including the diagnosis and management of health consumers with acute and complex health conditions.

The NP will work both independently and in collaboration to provide care with colleagues from other disciplines including primary care and secondary services.

The NP will role model best practice and provide clinical leadership within the Emergency Department team, wider nursing profession and multi-disciplinary teams' district wide.

The NP role has an obligation to fulfil the service contracts within their responsibility and to promote the vision and values of Te Whatu Ora (Nelson Marlborough).

RESPONSIBILITIES	EXPECTED OUTCOMES
Domain one - Responsibility and leadership <i>This domain contains competencies that relate to professional understanding of the role of the nurse practitioner and the associated responsibilities and leadership. This includes competencies reflecting the ability to provide clinical leadership to population/client groups and within the profession of nursing.</i>	
1.1 Practices within a nursing model to apply advanced nursing practice in the provision of health care services to client / population groups.	• Articulates a coherent and clearly defined nurse practitioner area of practice that is characterised by advanced practice, evidence based nursing knowledge and skills. • Demonstrates autonomous, independent and collaborative practice in relation to client care and within the health care team. • Engages in activities at a local systems level that promote the positive contribution of nursing to health care delivery and health outcomes for population groups. • Articulates an advanced level of knowledge and describes the evidence that underpins decision making. • Demonstrates an advanced level of critical thinking in practice. • Demonstrates ability to use advanced knowledge to effect equity of health outcomes for all clients.
1.2 Demonstrates accountability for practice in relation to the population/client group and the parameters of practice within health care settings.	• Demonstrates advanced practice competencies within a specific area of practice that is autonomous and collaborative. • Demonstrates timely referral and consultation when an issue is outside scope of practice or level of expertise/experience. • Collaborates, initiates and leads to ensure practice is informed by ethical decision making. • Initiates and leads professional development processes based on professional practice standards and legal and ethical guidelines.
1.3 Demonstrates nursing leadership that positively influences the health outcomes of client/population group and the profession of nursing.	• Takes leadership roles in complex situations across settings and disciplines. • Considers the impact of the wider determinants of health including emerging health policy and funding and modifies practice accordingly. • Promotes opportunities to achieve equity of health outcomes across the population group. • Shows leadership in professional activities such as research, scholarship and policy development. • Demonstrates skilled mentoring, coaching and teaching of health care colleagues. • Contributes to, and participates in, national and local health and socioeconomic policy development.

Domain two: Management of nursing care <i>This domain contains competencies related to independent and collaborative practice in delivering and managing client care within a specialty area of practice. The practice of a nurse practitioner is at an advanced level and extends across a range of situations and contexts. Competencies include the ability to think critically and to advance nursing practice and health care outcomes.</i>	
2.1 Demonstrates advanced comprehensive client health assessment skills and diagnostic decision making relevant to specific area of practice.	• Demonstrates advanced clinical decision making processes to; - assess the client's health status; and - make differential, probable and definitive diagnoses; and - implement appropriate interventions based on a systematic decision making process; and - evaluate client response to care. • Orders and interprets diagnostic tests and makes decisions/interventions based on diagnostic information, current evidence and local practice information.
2.2 Demonstrates advanced practice in direct client care within a range of contexts and situations.	• Anticipates situations and acts appropriately to manage risk in complex client care situations. • Uses critical thinking to plan practice according to contextual factors. • Identifies a clear process for consultation and collaboration with client and other health professionals.
2.3 Consistently involves client in decision making processes and uses client information to determine management strategies.	• Actively explores the client's cultural preferences, health behaviours and attitudes regarding care and incorporates information into management plan. • Actively explores client's ability to participate in care and incorporates information into management plan.
2.4 Demonstrates confident and independent practice that is based on the synthesis of theory and practice knowledge from nursing and other disciplines.	• Decision making is based on an advanced level of clinical judgement, scientific evidence, critical reasoning and client determined outcomes. • Demonstrates advanced level skills and performance of interventions relevant to specific area of practice.
2.5 Uses a formal approach to monitor and evaluate client responses to interventions.	• Provides clinical leadership in evaluating client responses to interventions and directs the modification of the care plan accordingly. • Demonstrates evaluation processes that measure the efficacy of practice to client outcomes, population based outcomes and the health care environment.

Domain three – Interpersonal & professional care and quality improvement <i>The nurse practitioner operates within a nursing framework and ensures the centrality of the client in all aspects of practice. Health outcomes are evaluated and advanced through quality improvement and scholarship activities.</i>	
3.1 Establishes therapeutic relationships with client that recognise the client in context and respects cultural identity and lifestyle choices	- Actively assesses client's preferences and abilities and ensures clients have access to appropriate information on which to base decisions. - Is proactive in meeting the cultural, social and developmental needs of clients. - Demonstrates respect for differences in cultural, social and developmental responses to health and illness and incorporates health beliefs of the individual/community into assessments and plans of care.
3.2 Contributes to clinical collaboration that optimises health outcomes for the client.	- Leads and collaborates with other health agencies/professionals to ensure timely access and smooth transition to quality services for client. - Leads case reviews and debriefing activities. - Initiates change and responds proactively to changing systems. - Is an effective resource and consultant for interdisciplinary clinical staff and disseminates research findings. - Acts as an agent to foster collaboration between members of all disciplines in the health care team to work towards seamless client care.
3.3 Actively involved in quality assurance activities that monitor and improve the quality of health care and the effectiveness of own practice.	- Demonstrates responsibility for quality of health care, risk management and effective resource utilisation. - Critiques and develops clinical standards. - Participates in regular formal professional supervision.
Domain four: Prescribing practice <i>Nurse Practitioners are able to prescribe under the Medicines Amendment Act 2013. This domain describes the competencies to be achieved by those applicants seeking prescribing rights.</i>	
4.1 Completely prescribes medication under the Medicines Amendment Act 2013.	- Understands the regulatory and legislative frameworks, contractual environment, subsidies, professional ethics and roles of key government agencies associated with prescribing. - Prescribes and administers medications within legislation, codes, scope and specific area of practice and according to established prescribing processes and New Zealand guidelines. - Demonstrates accountability and responsibility in prescribing practices using evidence to make risk benefit assessments. - Collaborates, consults with and provides accurate information to the client and other health professionals about prescribing relevant interventions, appliances, treatments or medications. - Demonstrates an understanding in the use, implications, contraindications and interactions of prescription medications and with any other medications.

Professional Development	• Participates in annual performance review process including review of performance goals and identification of areas for professional development.
Quality Improvement	• Pro-actively participates in quality improvement processes in your area of work. • Supports our teams to, at all times, provide a high quality, customer oriented and focused service, which follows evidence based practice.
General	• Other duties as negotiated with your Manager. • Meet obligations contained in Appendix 1 & 2.

PERSON SPECIFICATION

QUALIFICATIONS

- Nurse Practitioner with NZNC practising certificate
- Completion of an approved clinical Master's Degree programme which includes demonstration of the competencies for advanced practice and prescribing applied within a defined area of practice of the nurse practitioner
- The completion of an equivalent overseas clinically focussed Master's degree qualification which meets the requirement specified above
- Passing an assessment against nurse practitioner competencies by an approved panel

SKILLS AND KNOWLEDGE

Essential

- A minimum of five years recent clinical experience in Emergency Nursing
- Sound knowledge and understanding of medico/legal and ethical responsibilities
- Demonstrated teaching/mentoring and coaching skills within the clinical environment across the spectrum of care delivery
- Demonstrated ability to support clinical nursing staff at all levels of practice across the continuum of care
- Capacity to demonstrate strong clinical leadership
- Demonstrated ability to contribute to the professional development of nursing throughout the organisation and across the district
- Demonstrated ability to challenge and develop appropriate nursing standards and quality initiatives
- Is involved with national and local groups in area of specialty
- Intermediate / Advanced knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Te Whatu Ora (Nelson Marlborough) Information Technology policies

PERSONAL ATTRIBUTES

Essential

- Demonstrated ability to work autonomously as well as part of a team
- Ability to "work smarter" by being innovative and proactive
- Accepts responsibility and accountability for own actions
- Ability to provide inspirational and motivational leadership across the spectrum of care delivery
- Ability to encourage and foster professional nursing and quality within and across nursing.

APPENDIX 1

General Responsibilities of an Employee of Te Whatu Ora (Nelson Marlborough)

1. Professional Responsibilities

As an employee of Te Whatu Ora you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Te Whatu Ora departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

2. Health, Safety and Wellbeing

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

3. Right to Raise Concerns

- All employees of Te Whatu Ora are expected and encouraged to immediately ask questions, and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

4. Child Wellbeing and Protection

Te Whatu Ora is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:

- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
- Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

5. Legislation, Regulations and Board Policies

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Te Whatu Ora’s Disciplinary Policy.

6. Confidentiality

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

7. Risk Management

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

8. Security

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

9. Treaty of Waitangi

Te Whatu Ora is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

10. Smokefree

Te Whatu Ora is a Smokefree Organisation. This applies to all staff and contractors working within Te Whatu Ora buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Te Whatu Ora staff employed on Board business in the community.

APPENDIX 2

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Te Whatu Ora
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: • a chronic skin condition • been working in an overseas healthcare facility in the last year • been MRSA-positive in the last year
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures ²

¹Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

²Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.