

Job Description

Clinical Nurse Specialist/Nurse Practitioner Intern

Emergency Department

Position Title:	Clinical Nurse Specialist / Nurse Practitioner Intern
Organisation Unit:	Emergency Department
Location:	Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Nurse Manager, Emergency Department, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<p>To utilise advanced health assessment, diagnosis and treatment implementation to reduce waiting times, reduce ED length of stay and increase patient satisfaction for people presenting to the Emergency Department.</p> <p>Works collaboratively to provide advanced clinical nursing practice and clinical nursing resource to the ED medical and nursing team.</p> <p>This role facilitates training and registration from Clinical Nurse Specialist to completion of Nurse Practitioner registration.</p>

Functional Relationships

The Clinical Nurse Specialist / Nurse Practitioner Intern will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Patients and their families/whanau • Emergency Department Senior team • Nursing Staff • Medical Staff • Allied Health professionals • Te Poutokomanawa • Staff of Nursing & Midwifery Directorate • Regional hospital staff 	<ul style="list-style-type: none"> • Relevant Health and Social Support agencies including ACC • Primary Healthcare providers • Consumer advocates & agencies • Māori Health providers, Northland wide • Rest homes and private hospitals

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Clinical Nurse Specialist / Nurse Practitioner Intern encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- To utilise specialist advanced nursing practice, knowledge, and skills, independently and collaboratively to provide patient focused care within the Emergency Department
- To provide clinical leadership for the nursing team and the wider multi-disciplinary team
- To develop own knowledge and skills related to role development and to the specialty area to achieve Nurse Practitioner registration
- To actively contribute to quality improvement activities within the Emergency Department
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora – Health NZ management processes and procedures. • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes. • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner. • Attend Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training.
<p>To utilise specialist advanced nursing practice, knowledge, and skills independently and collaboratively to provide patient focused care within the Emergency Department</p>	<ul style="list-style-type: none"> • Provide advanced nursing practice to patients attending the Emergency Department, working collaboratively with clinicians, members of the multi-disciplinary team and other services. • Assume clinical responsibility and manage own caseload under the supervision of Nurse Practitioner or Senior Medical Officer, with a primary focus on low acuity presentations. • Demonstrate a sound clinical knowledge related to patient assessment, investigations and development of treatment plan. • Discuss treatment options appropriately to optimize informed consent, patient understanding and best outcomes. • Perform clinical procedures as indicated. • Complete required documentation in a concise, accurate, objective manner including transfer of care summaries, and referral to specialty teams or community services so that seamless service for individual patients is facilitated. • Demonstrate effective time management strategies and prioritization of patient case load in emergency department workflow. • Implement innovative and evidence based practice to promote excellence in patient care. • Ensure that nursing practice is safe, legal, effective and responsive to the needs of patients and their significant others. • Work collaboratively with other staff to promote effective models of care that promote continuity of care and optimise the patient's journey. • Support utilisation of evidence based guidelines and pathways. • Monitor clinical outcomes and manage any variance from clinical pathways, protocols or best practice guidelines. • Maintain a focus on providing equitable care. • Respect patients' confidentiality and privacy with respect to diverse cultural backgrounds and requirements. • Interact with patients / whānau in a supportive manner, initiating actions to decrease stress and enhance coping mechanisms. • Provide individualised education and advice to patients and their family/whānau as part of discharge plan to facilitate effective self-management.

Key Responsibility Area	Expected Outcomes
	<ul style="list-style-type: none"> • Ensure information resources are available for patients and families/whānau and that all information is current, based on best practice, user-friendly, and professionally presented.
<p>To provide clinical leadership for the nursing team and the wider multi-disciplinary team</p>	<ul style="list-style-type: none"> • Act as a clinical role model, resource, coach and advocate. • Provide clinical expertise to the emergency department team. • Demonstrate positive and professional behaviour in all relationships and contribute to the development of a cohesive, and professional working environment. • Communicate effectively, positively, and courteously enabling effective conflict resolution. • Develop and maintain key partnerships crucial to the success of the role. • Provide constructive feedback to staff ensuring that professional nursing practice is of a high standard. • Represent the specialty nursing perspective and participate in relevant senior nursing forums. • Identify issues of ethical concern and assist staff in addressing these. • Advise on new legislation/guidelines and developing appropriate changes to policy and protocol within the emergency service.
<p>To develop own knowledge and skills related to role development and to the specialty area</p>	<ul style="list-style-type: none"> • Identify educational needs, demonstrating a commitment to on-going learning and role development towards Nurse Practitioner registration. • Continue to develop advanced clinical practice skills that will improve patient care, and support progress along the Nurse Practitioner pathway. • Ensure that clinical practice is performed to professional standards and legal requirements. • Establish regular clinical mentorship to evaluate and develop care delivery within scope of practice. • Demonstrate appropriate clinical documentation in accordance with Te Whatu Ora Te Tai Tokerau policies that is monitored and evaluated through clinical mentorship. • Maintain knowledge in relation to best practice within the specialty area. • Participate in professional supervision processes as a mechanism to support clinical practice and well-being. • Participate in professional nursing, educational forums and appropriate organizational, regional, and national networks.

Key Responsibility Area	Expected Outcomes
<p>To actively contribute to quality improvement activities within the Emergency Department</p>	<ul style="list-style-type: none"> • Demonstrate a strong commitment to quality improvement, risk management, and efficient resource utilisation. • Develop and maintain standards of practice, protocols, clinical care pathways, policies and guidelines related to the specialty area. • Provide teaching and guidance to staff allocated to Fast Track. • Actively participate in and contribute to departmental teaching. • Participate in case review and debriefing sessions as required. • Participate as appropriate in clinical trials or research activities occurring within the service. • Explore research opportunities and initiate projects within a quality framework. • Undertake / participate in audits and reviews of practice. • Ensure patient/whānau feedback is sought and incorporated into quality improvement initiatives. • Actively participate in addressing equity concerns to achieve excellence in emergency care for Māori. • Address any concerns, issues, complaints, and incidents appropriately, in collaboration with the Emergency Department management team. • Ensure equipment is well maintained and that repairs are addressed in a timely manner. • Participate in the identification of capital items required for the department and coordinate trials of new equipment where appropriate.
<p>Health & Safety</p>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora Te Tai Tokerau Health and Safety Policy and annual objectives. • Promote an environment of physical, occupational, cultural, ethical and legal safety. • Participate in the organisation's Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management. • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents.
<p>Privacy and Confidentiality</p>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau • Complete mandatory induction training on Privacy responsibilities

Variation of 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 may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> New Zealand Registered Nurse with current practicing certificate Relevant PG Diploma Expert PDRP 	<ul style="list-style-type: none"> Completion of Advanced Emergency Nursing Practicum paper or similar Master's degree or working towards Certificate in Adult/Clinical Teaching

Experience

Essential	Desirable
<ul style="list-style-type: none"> 5 years' experience in relevant specialty area, preferably emergency nursing Clinical skills appropriate to the specialty Clinical teaching skills Computer literacy 	<ul style="list-style-type: none"> Previous advanced clinical practice role

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> Te Tiriti o Waitangi and its application to the health setting Privacy Act (2020) and Health Information Privacy Code (2020) Health and Safety at Work Act 2015 Knowledge of current issues within the specialty area and nursing/midwifery professions Knowledge of medico-legal and ethical responsibilities including advanced and extended nursing practice 	<ul style="list-style-type: none"> Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none"> Is skilled at relating to and building a rapport with others, and in maintaining harmonious and supportive working relationships Works collaboratively with multi-disciplinary teams and develops relevant networks Communicates effectively, listening to and encouraging the viewpoints of others Actively articulates nursing knowledge, information and experience with others Demonstrates sound conflict resolution skills Role models high professional standards at all times Demonstrates insight, reflective practice, and critical thinking Demonstrates a creative approach to problem solving that is solution focused

- Considers the wider implications of actions and decisions
- Is confident and competent in decision making
- Demonstrates cultural safety and understands importance in nursing practice
- Is skilled at mentorship, coaching and appropriate delegation
- Demonstrates an ability to lead and facilitate change

Personal Attributes

- Demonstrates honesty, integrity and respect for all patients, carers and staff
- Has a strong patient/client focus
- Respects the rights of individuals and maintains patient privacy and confidentiality
- Has a strong commitment to patient safety, quality improvement and ensuring an excellent standard of care delivery
- Sets high personal standards and strives to achieve goals
- Has a flexible approach to work showing an ability to adapt to new challenges
- Has the ability to work independently as well as the ability to be an excellent team player
- Has a positive, participative and collaborative leadership style

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: Clinical Nurse Specialist / Nurse Practitioner Intern

Signature of employee: _____

Date: _____