



POSITION DESCRIPTION

Position Title: Nurse Practitioner – *Define*

Date Produced/Reviewed:

Position Holder's Name:

Position Holder's Signature :.....

Manager / Supervisor's Name:

Manager / Supervisor's Signature :.....

Date :

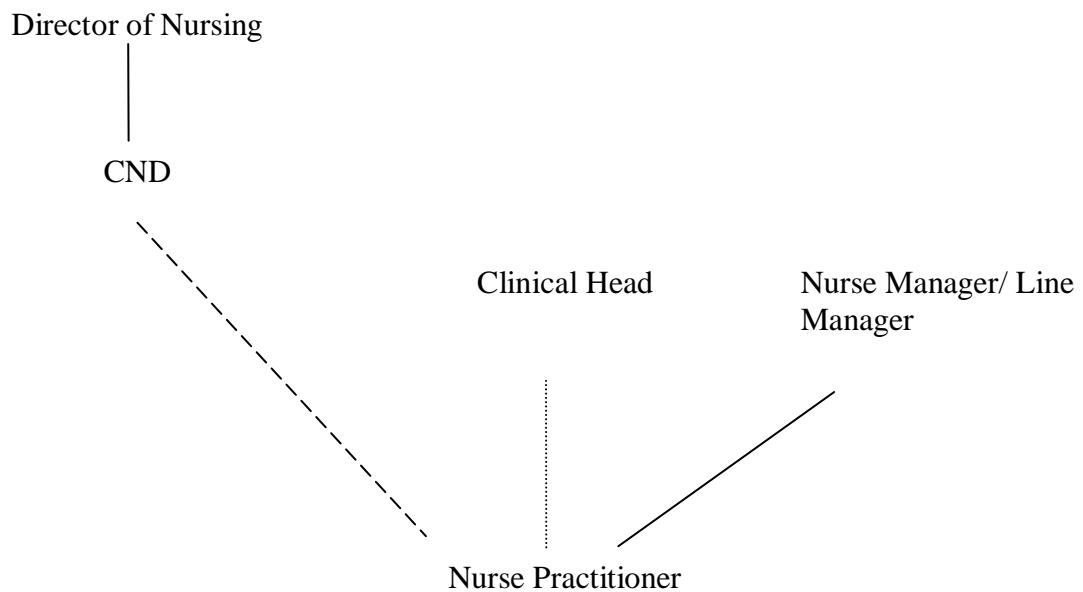
	<p>Approval Date: March 2009 Review Date: March 2011</p> <p>Approved by – Director of Nursing Page 1 of 11</p>	<p>Position Title: Nurse Practitioner – <i>Define area of practice</i></p>
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PURPOSE OF THE POSITION


To provide advanced clinical expertise and leadership in order to enhance patient treatment and care planning in Counties Manukau for *define area of practice* patients within the *define area*. This is provided within an interdisciplinary model that best meets the patient requirements and is in line with the vision and values of Counties Manukau District Health Board (CMDHB).

PLACE IN THE ORGANISATION

Define area in organisational chart below



- Line Management
- Professional accountability
- Clinical partnership

 <p>COUNTIES MANUKAU DISTRICT HEALTH BOARD A Community Partnership</p>	<p>Approval Date: March 2009 Review Date: March 2011 Approved by – Director of Nursing Page 2 of 11</p>	<p>Position Title: Nurse Practitioner – <i>Define area of practice</i></p>
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NATURE AND SCOPE OF RESPONSIBILITIES

Key Result Areas	Behaviours	Performance Measures
Clinical Practice	Best practice for people with <i>relate to area of practice</i>	<ul style="list-style-type: none"> • Demonstrates effective clinical management of <i>define specialty</i> patients within scope of practise • Utilises current research and evidence-based, advanced holistic assessment and diagnostic reasoning to form sound professional judgements in practice and consults as required. • Uses knowledge of pathophysiology and pharmacology, and advanced holistic clinical assessment skills to perform diagnoses and to plan care • Orders and interprets appropriate diagnostic and laboratory tests and explains the necessity, preparation, nature and anticipated effects of procedure(s) to patients, patient’s family, staff, and other members of the health care team • Effectively manages own caseload. • Performs therapeutic or diagnostic procedures based upon patient’s clinical status and document patients response to the procedure(s) • Practices as a member of the interdisciplinary team to improve outcomes for clients with <i>relate to area of practice</i>. • Upholds the Treaty of Waitangi and cultural safety in nursing • Contributes to a culturally safe environment • Identifies educational needs of the patient, patient’s family and nursing staff and participates in teaching opportunities. • Maintains and supports expertise in nursing practice • Advocates on behalf of patient/family/colleagues as appropriate • Assists the interdisciplinary team with decision-making related to medico-legal and ethical issues

Key Result Areas	Behaviours	Performance Measures
	Establishes and promotes effective models of care	<ul style="list-style-type: none"> Care delivery maintains continuity of plan and provider and refers as required Innovative approaches are utilised as necessary to meet client needs
Clinical Leadership and Consultancy	Demonstrates effective clinical leadership and consultancy	<ul style="list-style-type: none"> Takes a leadership role in complex clinical <i>Define specialty</i> care situations across settings and disciplines and follows through with required change to systems and processes as necessary Is recognised as an authority on <i>Define specialty</i> care practices locally and nationally Collaborates and leads effectively within the multidisciplinary team Briefs DoN and colleagues on relevant trends and issues Demonstrates skilled mentoring/ coaching and teaching Undertakes clinical supervision Handles problems and complaints sensitively
	Provides expert advice	<ul style="list-style-type: none"> Acts as a consultant for <i>Define specialty</i> care and management within the scope of practice Recommends appropriate <i>Define specialty</i> care products Acts a specialty consultant nationally and internationally
	Interprofessional health care	<ul style="list-style-type: none"> Promotes nursing contribution to health care Collaborates across the care continuum with relevant multidisciplinary and intersectoral groups to take a co-ordinated and evaluative approach to care delivery
	Conducts and/or participates in relevant research	<ul style="list-style-type: none"> Relevant nursing and related research is critiqued and reflected in education and practice Presents and publishes research which challenges practice at local, national and international level

Key Result Areas	Behaviours	Performance Measures
	Develops and influences health/ socio-economic policies and nursing practice at a local, national and international level	<ul style="list-style-type: none"> Contributes to policy development related to <i>Define specialty</i> care locally and contributes nationally Represents nursing at a strategic level in planning
	Develops self and others	<ul style="list-style-type: none"> Performance management is regularly undertaken and feed back is utilised Education plan is in place and pursued Leads nursing education in team Conducts and documents regular case review Contributes to clinical component of performance management of critical care complex team members
Nursing Practice Development/Quality activities	Works with nursing staff to continuously improve nursing practice and patient outcomes in all areas related to <i>Define specialty care</i>	<ul style="list-style-type: none"> Participates in the development of the nursing plans and relevant line plans and ongoing improvement activities Participates in relevant education programmes and improvement projects Continuously improves care processes to improve patient outcomes and documents Champions quality improvement methodology with a focus on high standards of care Aligns with DHB strategic direction as outlined in the District Annual Plan and Nursing Strategic Plan Participates in peer review, case review and debriefing activities
	Reflects and critiques the practice of self and others	
	Actively manages risk	<ul style="list-style-type: none"> Provides expert advice to investigations, assessment of practice and reviews outcomes. Collaborates on changes to practice and follows up required.
Health and Safety Recognises individual responsibility for workplace Health & Safety under the Health and Safety Act 1992	Actively contributes to a therapeutic environment	<ul style="list-style-type: none"> Contributing to the identification of specifications, trials and purchase of new equipment Contributing to the identification of possible research/quality projects and participate in the development, implementation and feedback Contributing to the development and reviewing of standards of practice, protocols and policies

Key Result Areas	Behaviours	Performance Measures
		<ul style="list-style-type: none"> Works with the Service Quality Coordinator to facilitate event meetings designed to promote quality improvement and compliance in the <i>Define specialty care</i>
		<p>Management roles:</p> <ul style="list-style-type: none"> Ensures a safe working environment and safe working practices Plans, leads, organises and controls Health & Safety activities directed at preventing harm in the workplace, in consultation with employees and Health & Safety representatives for area Ensures that all accidents/incidents in the workplace are reported using the RiskmonitorPro database, are investigated and that hazards are recognised and adequate controls put in place Ensures compliance with protocols regarding safety and emergency issues. <p>Non Management roles:</p> <ul style="list-style-type: none"> Counties Manukau DHB Health and Safety policies are read and understood and relevant procedures applied to own work activities Workplace hazards are identified and reported including self-management of hazards where appropriate Can identify Health and Safety representative for area
<p>CULTURAL SAFETY</p> <p>Honouring Cultural Diversity</p>	<p>Actively demonstrates commitment to the Treaty of Waitangi principles</p>	<ul style="list-style-type: none"> Respect, sensitivity, cultural awareness is evident in interpersonal relationships. Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices. Demonstrates commitment to the CMDHB Tikanga Best Practice programme and

Key Result Areas	Behaviours	Performance Measures
		<p>promotes same amongst staff.</p> <ul style="list-style-type: none"> • Promotes strategies for <i>Define specialty care</i> that assists to positively impact on health disparities for Maori and Pacific Island populations.

COMMUNICATION AND INTERPERSONAL SKILLS

The Nurse Practitioner *Define area* will communicate with a variety of health professionals within and external to CMDHB, both nationally and internationally. They will be required to have excellent communication and negotiation skills so that they can ensure appropriate and timely clinical care can be provided in a cohesive manner from a range of services across continuum of care.

The Nurse Practitioner will be required to interact on a frequent basis with a range of CMDHB staff members including the following groups:

Senior Medical Officers, Registered Medical Officers, House Surgeons, Charge Nurse Managers and Charge Nurse Midwives, Clinical Nurse Specialists, Nurse Educators, Clinical Nurse Advisors, Nursing Staff, Physiotherapists, Occupational Therapists, Dieticians, Social Workers, Speech Language Therapists, Psychiatric Services, Cultural Support, Interpreting Services, Project Manager Patient

Externally there will be frequent contact with:

Define Professional Groups

Other nurse practitioners both nationally and internationally

Other *Define specialty* services both nationally and internationally

Primary Health Care Organisations where appropriate


Tertiary Education providers

Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.

In conflict situations will be required to exercise sound judgement, negotiation and persuasiveness skills, toward facilitating a workable outcome.

PROBLEM COMPLEXITY

The Nurse Practitioner *Define area of practice* will be regularly challenged by a wide range of complex and unpredictable clinical problems and issues related to *Define specialty* patient care within the secondary settings. There will be demands to meet deadlines, and maintain accuracy and quality of information. There will be a requirement to be able to prioritise issues and negotiate time frames, while still providing a quality customer service. The range of problems will be diverse and require solutions customised to meet the circumstances of the patient/family.

 <p>COUNTIES MANUKAU DISTRICT HEALTH BOARD A Community Partnership</p>	<p>Approval Date: March 2009 Review Date: March 2011 Approved by – Director of Nursing Page 8 of 11</p>	<p>Position Title: Nurse Practitioner – <i>Define area of practice</i></p>
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SCOPE FOR ACTION

The Nurse Practitioner *Define area of practice* will be required to initiate and develop innovative approaches to problem solving and utilise the skills of other disciplines and team members to co-ordinate and resolve problems. They will need to negotiate with and co-ordinate a variety of staff at all levels across the continuum of care and will frequently need to develop individual solutions for each issue and problem.

They are empowered to make decisions or recommendations relating to *Define specialty* patient management. Discretion is required to be exercised in releasing confidential information to the appropriate parties.

DIMENSION OF THE POSITION


The Nurse Practitioner *Define area of practice* reports operationally to the Nurse Manager of the *Define area*, clinically to the Clinical Head *Define area*, and professionally to Director of Nursing via the Clinical Nurse Director, *Define area*. The Nurse Practitioner will have clinical supervision from the both the Medical and Nursing Clinical Directors *Define area*.

They will be required to maintain a regional and national level of input into the direction of the speciality and improvements in care/processes with respect to cost, quality and outcome measures. This will include recommendations for enhancing professional practice across the specialist group and consider national and international professional trends.

POSITIONS REPORTING

Directly Nil

Indirectly Nil

	<p>Approval Date: March 2009 Review Date: March 2011 Approved by – Director of Nursing Page 9 of 11</p>	<p>Position Title: Nurse Practitioner – <i>Define area of practice</i></p>
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PERSON SPECIFICATIONS

	Minimum	Preferred
Qualification / Competency	<ul style="list-style-type: none"> Clinically focused Masters degree in Nursing Registered as Nurse Practitioner with NZNC Current Practicing Certificate 	<ul style="list-style-type: none"> Prescribing.
Experience	<ul style="list-style-type: none"> A minimum of five years recent clinical experience in <i>define specialty</i> nursing Functioning at Expert level on the Senior Clinical Career Pathway Knowledge of current issues within nursing and in define <i>Define specialty</i> nursing. Sound knowledge and understanding of medico/legal and ethical responsibilities 	<ul style="list-style-type: none"> Demonstrated ability to articulate nursing advice to the multidisciplinary team.
Skills/Knowledge/ Behaviour	<ul style="list-style-type: none"> Advanced clinical assessment and management skills in <i>define specialty</i> patient care Skills in problem solving, priority setting, delegation and planning. The ability to communicate effectively with all levels of staff and develop relevant networks. The ability to work in a wide range of patient settings across the continuum of care. Advanced communication and interpersonal skills Facilitation and negotiation skills Ability to self evaluate and reflect on practice. Ability to critique 	<ul style="list-style-type: none"> Research skills Conflict management skills Demonstrated ability in the development of staff Active involvement in relevant, professional/other organisations

	<p>research and use it as the basis of practice</p> <ul style="list-style-type: none"> • A strong patient/family focus. • A strong commitment and genuine interest in quality and service. • A capacity to demonstrate strong clinical leadership. • The ability to work independently and be a member of a team. • A commitment to the development of the nursing profession • A commitment to cultural awareness and its application to nursing practice. 	
Utilisation of information technology	<ul style="list-style-type: none"> • Demonstrate an ability to access and use available clinical information systems • Be conversant with applications required for your specific discipline/role. For example PIMS, Concerto, Outlook, Onestaff etc. • Be conversant with the use of RiskmonitorPro incident reporting system and manage incidents appropriately. • Maintain own professional development by attending relevant IT educational programmes 	<ul style="list-style-type: none"> • Able to access and use data bases