

Position Description

Role Specification			
Role title	Nurse Practitioner		
Business unit	Enliven Residential	Location:	Central Office

Reports to (role title)	Clinical Director / Business operations manager
Direct reports (role titles)	Nil
Total employees (total number of employees reporting through to this role, if applicable)	

Purpose of the role (what the role does; how the role contributes to the organisation goals)
<p>This is a “hands on” clinical expert nursing role that promotes health, identifies preventable diseases, assesses, diagnoses and manages resident’s health needs. This is provided within an interdisciplinary model that best meets resident requirements and is in line with the vision and values of Presbyterian Support Central.</p> <p>This is expert nursing role supports the Enliven Residential team through:</p> <ul style="list-style-type: none"> • provision of advanced clinical expertise, professional leadership and advanced nursing knowledge and skills, in line with Enliven policy, procedures and the Eden philosophy • contribution to the delivery of business requirements including understanding the key drivers of business performance and assuring effective resource utilisation • use of expert clinical knowledge of acute, complex and chronic nursing care

Key accountabilities (key activities, tasks and outcomes to be achieved)
<p>Service delivery</p> <ul style="list-style-type: none"> • All service delivery is in line with Eden philosophy, Enliven policies and procedures • Undertakes resident clinics, Enliven home visits and rostered work for afterhours on call cover • Provides a continuum of care delivery from admission, ongoing care provision to end of service care for residents • Working alongside and supporting wider clinical nursing team within the homes • Acting as a clinical resource within the multi-disciplinary team to contextualise and plan appropriate care with other health professionals • Ability to communicate professionally with other members of the MDT • Evaluates effective use of assessment tools for safe, consistent best practice • Acts as a resource for clinical and theoretical knowledge within care of the older person • Upholds the Treaty of Waitangi and cultural safety in nursing

Advanced clinical practice

- Demonstrates the competencies for the Nurse Practitioner Scope of Practice, (www.ncnz.org.nz)
- Applies advanced nursing practice in the provision of health care services to residents and whanau within care of the older person
- Demonstrates advanced comprehensive resident health assessment skills and diagnostic decision making within a nursing model of holistic practice
- Demonstrates complex decision making skills to support advanced practice identifying residents and family /whanau at risk
- Orders, conducts and interprets diagnostic and laboratory tests to come up with diagnoses and differential diagnoses; administers therapies for the management of potential or actual health needs and evaluates measurable outcomes
- Demonstrates competency with prescribing medicines within their area of competence and regular medication review for residents.
- Can verify deaths, issues death certificates, cremation certificates, sickness certificates and Standing Orders (in line with the Medicines Act)
- Demonstrates excellent oral and written communication skills with ability to engage resident and family groups at all levels of expertise and understanding
- Monitors and ensures that all documentation is accurate and meets Enliven policies and procedures
- Establishes therapeutic relationships with residents that recognises the resident in context and respects cultural identity and lifestyle choices
- Provides residents and family / whanau with appropriate clinical information to support informed decision making, uses appropriate language and style respectful of their cultural beliefs

Leadership and training

- Actively functions as the clinical leader and takes responsibility for clinical decisions
- Supervises registered nurses who are training to become designated registered nurse prescribers
- Demonstrates skilled mentoring, coaching and teaching of clinical staff to take responsibility for the requirements of their role Demonstrates nursing leadership that positively influences the health outcomes of residents
- Advances the profession of nursing and contributes to clinical leadership across Enliven
- Identifies practice areas of concern, risk and learning opportunities
- Contributes to a culturally safe environment and influences organisational change as appropriate
- Creatively generates new approaches to the extension of nursing knowledge and delivery of expert care within resource constrained environments

Research, education, quality improvement and risk minimisation

- Identifies clinical and organisational risk, reports the situation up via the clinical director including suggested solutions
- Leads and contributes to clinical risk management, quality improvement and best practice activities
- Actively promotes a culture of quality assurance and improvement by role modelling
- Contributes to clinical investigations as requested

- Identifies quality improvement issues and contributes to the continual development of quality systems and processes to support resident care delivery
- Critically appraises and applies relevant research to the development and promotion of evidence based practice
- Identifies issues and undertakes audit/practice review in collaboration with peers
- Collaborates with clinical and professional leads, managers and researchers to actively participate in professional activities and to develop local and national policy
- Participates in organisation Clinical Governance and actively responds to resident feedback
- Provides submissions to appropriate professional conferences or peer reviewed journals for presentation or publication.

Professional development

- Models appropriate professional, legal and ethical determinants of practice.
- Identifies and appropriately manages own professional education
- Utilises national and international networks to inform practice and develop strong collegial links and partnerships
- Champions practice development through the optimal use of care guides and best practice
- Engages in clinical education and mentoring of staff
- Participates in staff and resident education through role modelling and facilitating the exchange of knowledge to improve resident outcomes
- Leads or participates in professional development activities, case reviews, conferences, seminars and professional groups
- Engages with policy and practice development internally and nationally

Consultancy and stakeholder management

- Maintains professional relationships with members of the multidisciplinary team
- Attends regional provider meetings as required and NP peer support forums
- Works collaboratively with other NP's in the region and participates in peer support and mentorship.
- Provides advisory support and consults with ARC Primary Health Care (PHC) and health of the older persons sector to promote optimal outcomes for resident care needs
- Contributes clinical expertise and support in the development of clinical capability in care (knowledge, skill and leadership) of those with complex palliative care health needs
- Supports access to timely therapeutic specialist nursing advice to promote optimal clinical care for the unwell or acutely unstable residents
- Contribute to improved coordination of care across sectors and disciplines

Communication

- Listens to and communicates succinctly and accurately to residents, staff, family members and other health professionals and maintains a therapeutic relationship with residents and families.
- Provides clear, concise documentation to ensure continuity of care provision.
- Manages complaints and concerns according to guidelines and in a timely manner

Health and Safety

- Complies with responsibilities under the Health and Safety at Work Act 2015 (HWA) in line with PSC policies and procedures

Core competencies

Competent performance in the role requires consistent demonstration of the following competencies which provide a framework for selection and development.

- The Nursing Council of NZ Competencies for Nurse Practitioner
- Achieves and maintains Enliven Expert Nurse PDRP
- Competent to Intermediate skills with Microsoft Office Suite

Taking responsibility

- Is results focussed and committed to making a difference - setting expectations and managing performance
- Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected
- Adjusts work style and approach to fit in with requirements
- Perseveres with tasks and achieves objectives despite obstacles
- Is reliable - does what one says one will
- Consistently performs role requirements correctly - following PSC and Enliven policy and procedures
- Is flexible in thinking and open to changes affecting role and conditions
- Experienced at identifying, analysing and solving problems at operational and more strategic levels

Teamwork

- Develops constructive professional working relationships with other team members
- Has an open positive manner
- Effective team member within the multidisciplinary team
- 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 organisation
- Understands the impact of own role, and how that directly or indirectly supports the work of wider team and organisation
- Has excellent communication skills and is able to work well in a team

Quality and innovation

- Provides consistent and reliable quality service to those who rely on your work

- Looks for ways to improve work processes - suggests new ideas and approaches
- Explores and trials ideas and suggestions for improvement made by others
- Shows commitment to continuous learning and performance development

Communication

- 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

Person Specification

Key job requirements

Qualifications and registration

- Registration with the NZNC as a registered nurse with a current APC
- Current New Zealand drivers license

Experience

- Five years full time equivalent RN experience in provision of care to older adults

Other

- A high level of physical fitness is required as the job involves standing, walking, climbing stairs, stretching and bending.
- A high level of mental concentration is required.

Treaty of Waitangi

Enliven, Presbyterian Support Central is committed to working in a multi-cultural way and affirms the place of Maori as Tangata Whenua and seeks to actively promote the spirit of equality and partnership inherent in the Treaty of Waitangi.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

Initials: _____

I have read this job description and accept it.

Signed: Date:

Employee's Name:

Prepared by: (Name and position)	Joy Tlapi Clinical Director	Date:	December 2019
Approved by: (Name and position)	Nicola Turner GM – Enliven Residual	Date:	December 2019

Initials: _____