



SCHEDULE ONE:

POSITION TITLE: **Nurse Practitioner Primary Care**

RESPONSIBLE TO: **Clinical Services Manager**

HOURS:

RELATIONSHIPS:

Internal

GHL Team
WRHN employees
WRHN contractors
General practice members

External

Whanganui district Iwi Māori providers, their whānau and carers
NGO community providers
General practice teams
Specialist hospital services
Intersectoral agencies for Māori Health
Age residential care facilities
Home support
St Johns Ambulance
Community Pharmacy
Hospice (Whanganui and Arohanui)

PRIMARY OBJECTIVES:

Strategy

To improve the experience and wellbeing of those people who encounter difficulty in accessing health care and in particular early access to general practice / primary care and latterly timely access to hospital specialist care to ensure early intervention results in better health outcomes.

The primary aim is to improve the experience of health and wellbeing through the reduction of preventative long-term health effects; the increase of positive health experiences, improve the overall well-being of patients, and reduce hospitalisation, focusing primarily on Māori.

Provision of health care in a way that helps decrease mortality for Māori and increase positive health outcomes and experiences across our rohe through modelling clinical competence and leadership, capability and connection to iwi and Māori providers and people, will be a key enabler in reducing inequalities for Māori health for our district.

Implementing health system quality improvement initiatives and working solutions to better service our population and to demonstrate consistency no matter who the provider, is key to raising the bar in Māori health outcomes and for those people that have socio economic factors influencing their access to health care.

Key Areas of Focus:

1. Drive population health and quality to support practices in reaching equity for their Māori population

- Use Nurse Practitioner role to support achievement of Māori equity in population health screening for practices, using a variety of evidence-based approaches. Learnings will be shared with the district’s private general practices to achieve equity in outcomes for Māori through a connected network of champions from each practice who understand or have a willingness to learn population health and the positive health outcomes that can be achieved by improving whānau through ‘on time’ screening.
- Influence a model of care and access that is acceptable to rangatahi Māori particularly to access early intervention mental health and physical health care and support within the GHIL practice.

Key Responsibility	Measurable Outcomes
<p>Works within nurse practitioner scope of practice as defined by the Nursing Council of New Zealand and the context of care</p>	<ul style="list-style-type: none"> • Continues to maintain a current practicing certificate as a Nurse Practitioner • Clinical expertise is maintained, and specialty knowledge is continually updated • Practices according to the Nursing Council of New Zealand’s and employer code of conduct • Yearly performance appraisal articulates measurable outcomes in this position description and key performance indicators to be met
<p>Strategy</p>	<ul style="list-style-type: none"> • Progresses the awareness and use of a range of appropriate models/framework to deliver health services that reflect the population underpinned by the values and knowledge of best practice principles and congruent with the values of the Whanganui community. • Leads the co-design of new models of care which considers the impact of wider determinants of health, national system changes to health policy and funding (aspirations of Māori Health Authority and Health NZ) and facilitates the development of innovative, integrated healthcare delivery that is focused on early intervention, improved access to primary care and addresses inequalities for Māori. • Uses information from national and regional sector or system driven change to develop and implement strategies/policies for improved population health outcomes locally. • Evidence of collaboration when establishing strategies for all health professionals to support models of care to support practices in reaching health equity for Māori. • Influences approach from within general practice teams that ensures competent workforce, who works with a client/whānau centred approach supporting coordinated early intervention strategies and applies the principles of self-management with their population.

<p>Workforce development</p>	<ul style="list-style-type: none"> • Provides both theoretical and experiential education/learning opportunities within general practice providers to increase the knowledge base and advance contemporary clinical assessment and clinical decision making • Reinforce workforce understanding of the 'lived experience' of our patients through listening / describing / considering and hearing the whānau voice articulated in every aspect of the health interface • To influence the use of cultural health models, principles and theory in practice • Observe and support approaches that can be applied in general practice that help whānau feel safe in that environment and participate in their shared care planning/ decision making • Assists the interdisciplinary team with decision making related to medico-legal and ethical issues. • Alongside clinical governors, apply a 'fresh eyes' approach to planning for a local workforce for the future that we need as a locality, that is representative of Māori and the population ethnic mix we are serving • Clinical enquiry, critical thinking and research skill acquisition is fostered among the nursing workforce to advance nursing practice in resident care and the wider community
<p>Clinical and professional leadership and consultancy</p>	<ul style="list-style-type: none"> • Principles of the Treaty of Waitangi and Whānau Ora evident in models of care and health care delivery • Provides leadership that models the values of integrity, compassion and kotahitanga • Evidence of education attended which has increased the knowledge base and advance contemporary clinical assessment and clinical decision making • Evidence of supporting the interdisciplinary team with decision making related to medico-legal and ethical issues • Patient assessments completed in a timely manner resulting in improved patient care (KPIs to be established) • Creative and innovative solutions to complex situations are developed from a critical thinking and problem-solving approach • Promotes and role models effective teamwork and collaborative relationships within the multidisciplinary team • Facilitates and participates in relevant interdisciplinary team meetings, works within internal and external teams in a collaborative relationship • Participates in, and champions health equity for Māori through WRHN Clinical Governance and Nursing Forums. • Supports the practice workforce to implement clinical expertise, health care and a persons lived experience knowledge in ways that engage Māori

Quality and improvement	<ul style="list-style-type: none"> • Champions quality improvement methodology with a focus on promoting best practice standards of care • Leads/contributes to the development and reviewing standards of practice, protocols and policies • Actively contributes to local auditing and benchmarking • Uses databases to document caseloads, leadership/consultation activities and predict future priorities to aid in future service development • Advances tikanga values within the workplace through examining with colleagues the natural culture, behaviours and attitudes that we should look for in a high-performance practice environment • Health outcomes are evaluated, and information utilised to contribute to local or national policy development and business planning
Safety and risk management	<ul style="list-style-type: none"> • Clinical and non-clinical risks are identified, where possible mitigated and reported in a timely manner, utilising the systems of the organisations concerned, ensuring safe environment for clients, whānau and staff • Recognises the risk of COVID-19 pandemic for consumers and workforce therefore is vaccinated for COVID-19 / supports frontline clinicians to understand the necessity of vaccination and supports whānau to have the right information and support necessary to seek vaccination. The role will champion and support the organisation COVID-19 workforce policy. • Complies with policies, procedures and safe systems of work
Contributes to the business requirements of the employing organisations	<ul style="list-style-type: none"> • Required reports are timely, accurate and add value to the business processes • Contributes to business planning processes to promote innovative practice and continuity of care delivery
Health and Safety	<ul style="list-style-type: none"> • Contributes to organisational health and safety programme • Ensures a safe working environment and safe working practices • Ensures compliance with protocols regarding safety and emergency issues • Actively supports health and safety initiatives • Hazards identified are reported and addressed
Cultural safety	<ul style="list-style-type: none"> • As a role model, work alongside the organisation and system leaders to identify unconscious bias with a goal to collectively eradicate through socialising and 'calling it out' • Help to articulate the vision for change and how in the workplace we can contribute to achieving the aspirations of Iwi and Maori in our rohe through our actions, leadership, courage, and collective action with our Iwi / Maori partners • Participate in the examination of organisational cultural values to ensure they align with the aspirations of Manawhenua

QUALIFICATIONS AND EXPERIENCE:

Registered Nurse with the following:

- Registered as a Nurse Practitioner with New Zealand Nursing Council
- A minimum of five years recent clinical experience in Health
- Adult teaching experience/certificate
- Experience in successful mentoring and educating nurses and other health professionals
- Experience in leadership, innovation and change management
- Current Annual Practicing Certificate
- Current Indemnity Insurance
- Current ACLS/CPR

SKILLS AND ATTRIBUTES:

Essential

- Commitment to improving the quality of care and service delivery in a client centred, culturally safe, creative and innovative manner
- Articulates an understanding of, and a compelling vision for how this role will be operationalised within an awareness of professional and organisational boundaries
- Able to work effectively and autonomously, with a demonstrated ability to promote and develop teamwork and ability to articulate courageous conversations to drive system change
- Life skills which include an understanding tikanga and the actions that need to be taken to eliminate inequalities for Māori accessing primary health care
- High degree of credibility with all staff (including interdisciplinary), demonstrating humility, integrity, kindness, compassion and kotahitanga
- Demonstrate behaviour and attitudes that help Māori whānau flourish in the health system and lead their own self-managed pathway to wellness
- A proven ability to work within diverse cultures represented in our local population
- Excellent time management and prioritisation ability
- Ability to adapt readily to different work environments and requirements
- Desire to strengthen working relationships with other health providers and clinicians
- Promotes and develops local networks and has experience in working effectively alongside other professional, health/social services in the Whanganui region.
- Current full driver's license
- Excellent computer skills
- COVID-19 vaccination course completed

Physical Attributes

- Must be able to function in rapidly changing and demanding conditions when required.
- Hearing and speech sufficient to communicate clearly with clients and co-workers, monitor client status and equipment, recognise impending emergencies relating to clients and equipment and hear emergency alarm.
- Ability to wear face masks and gloves for protection against infectious disease.
- Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than usual

- Skin condition should allow frequent contact with water, soap/disinfectant soap, chemicals and latex rubber.
- Skin should not be fissured, scaly, cracked on hands, forearms, face or neck.
- The appointee must not have a health condition that will put others at risk.
- Manual dexterity sufficient to operate a variety of equipment used within WRHN as required, including use of clerical items including personal computers.
- Physical capacity is required as the work is involving standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently.
- A high degree of mental concentration is required.

Competencies for the Registered Nurse Scope of Practice

<p>DOMAIN 1: PROFESSIONAL RESPONSIBILITY</p>	<p>1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.</p> <p>1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.</p> <p>1.3 Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others.</p> <p>1.4 Promotes an environment that enables patient safety, independence, quality of life, and health.</p> <p>1.5 Practises nursing in a manner that the patient determines as being culturally safe.</p>
<p>DOMAIN 2: MANAGEMENT OF NURSING CARE</p>	<p>2.1 Provides planned nursing care to achieve identified outcomes.</p> <p>2.2 Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.</p> <p>2.3 Ensures documentation is accurate and maintains confidentiality of information.</p> <p>2.4 Ensures the health consumer has adequate explanation of the effects, consequences, and alternatives of proposed treatment options.</p> <p>2.5 Acts appropriately to protect oneself and others when faced with unexpected health consumer responses, confrontation, personal threat, or other crisis situations.</p> <p>2.6 Evaluates health consumer`s progress toward expected outcomes in partnership with health consumers.</p> <p>2.7 Provides health education appropriate to the needs of the health consumer within a nursing framework.</p> <p>2.8 Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.</p> <p>2.9 Maintains professional development.</p>
<p>DOMAIN THREE: INTERPERSONAL RELATIONSHIPS</p>	<p>3.1 Establishes, maintains, and concludes therapeutic interpersonal relationships with health consumers.</p> <p>3.2 Practises nursing in a negotiated partnership with the health consumer where and when possible.</p> <p>3.3 Communicates effectively with patients and members of the health care team.</p>

DOMAIN FOUR: INTERPROFESSIONAL HEALTH CARE & QUALITY IMPROVEMENT	4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care. 4.2 Recognises and values the roles and skills of all members of the health care team in the delivery of care. 4.3 Participates in quality improvement activities to monitor and improve standards of nursing.
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The above Competencies for the Registered Nurse Scope of Practice will be evaluated through confirmed assessment on the Professional Development & Recognition Programme (PDRP)