



Position Description

Nurse Educator – Emergency Department Tauranga

Report To:	Nurse Coordinator – Practice Development Group
Position No:	15911-002
Liase with:	Director of Nursing Clinical Nurse Managers Nurse Leaders Duty Managers Nursing staff Learning Plus Nurse Co-ordinator – PDRP Practice Development Group Medical staff Maori Health Services Allied Health Professionals

Main Purpose

The Nurse Educator is employed to promote quality evidence based nursing practice through education and professional development of staff within the Emergency Department in accordance with BOPDHB:

- Policies and protocols
- Nursing Scopes of Practice
- Nursing Practice Standards.
- Professional Development and Recognition Programme competency framework.

Work in partnership with other internal and external educators and key operational staff to develop clinical education initiatives and clinical competencies with an organisational focus.

This is a designated senior nurse position

Principal Accountabilities

1. Clinical Practice Education

- Provides teaching and facilitates evidenced based learning with staff to optimise client outcomes in the clinical areas recognising the needs of rostered shift workers.

- Ensures all new staff to the areas receive and complete generic orientation programmes and core clinical competencies
- Ensures currency and participates in the assessment of clinical competencies and relevant credentialing
- Formulates a development plan with nurses where a practice development need is identified.
- Promotes the use of evidenced based practice.
- Promotes a team environment which enhances partnership and co-operation
- In partnership with Clinical Nurse Managers and other educators establishes an annual unit level in-service plan with goals and timeframes and documentation processes
- Works with Clinical Nurse Managers and educators to identify organisational and individual learning needs.
- Ensures care that is client focused and planned with regard to individual cultural needs
- Incorporates Treaty of Waitangi principles into education to contribute to the improvement of Maori health status
- Manages ethical dilemmas in a supportive, collaborative manner

Key Performance Indicators

- All new staff complete an appropriate orientation programme
- All credentialing is appropriate and current
- Clinical Nurse Managers and staff confirm appropriate availability and support
- Treaty partners confirm appropriate consultation and liaison

2. Professional Development and Leadership

- Remains current with best practice initiatives in clinical education and clinical practice.
- Maintains and advances own clinical competence and professional development
- Maintains mandatory certifications and additional clinical skills relevant to role.
- Actively involved in the development, provision and evaluation of educational programmes for nursing (and other health professionals)
- Represents the nursing education perspective at an organisational and national level
- Communicates effectively, positively and courteously role modelling effective conflict resolution
- Develops and maintains key partnerships crucial to the success of the role
- Leads the development of nursing practice education/learning and is seen as a role model
- Advises on new legislation/guidelines/protocols related to nursing education and contributes to appropriate policy, guideline and protocol changes at unit and organisational level

Key Performance Indicators

- Evidence of contribution/development of clinical policies/guidelines/protocols
- Evidence of ongoing professional development

- Required credentialed skills current
- Number of education contacts/sessions provided for clinical staff
- Evidence of development and ongoing maintenance of professional portfolio

3. Management of the Environment

- Proactively maintains health and safety for clients and staff
- Promotes and maintains infection control standards
- Actively manages clinical risk and contributes to quality and risk planning
- Able to respond appropriately in an emergency.

Key Performance Indicators

- Evidence of risks identified and action taken
- Evidence of attendance at all relevant/mandatory training sessions

4. Continuous Quality Improvement/Research

- Leads and encourages continuous quality improvement activities, involving staff where appropriate
- Leads the development of relevant specialty protocols/guidelines as appropriate
- Identifies and leads/supports relevant research initiatives
- Identifies and is actively involved in clinical audit activities related to the role
- Contributes to relevant committees that manage organisational quality and risk

Key Performance Indicators

- Evidence of quality improvements implemented
- Evidence of audits identified and completed
- Evidence of active contribution to identified committee

This position description is not exhaustive and the incumbent may be requested to perform reasonable tasks requested by the line manager.

This position description will be reviewed from time to time in consultation with the incumbent.

The key performance indicators are a guide only and the relevant indicators should be agreed at annual performance appraisal.

HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003

1. You are required to maintain your current competency based practicing certificate
2. You must notify Manager of any changes to scope or conditions on practice (determined by Regulatory Authority)
3. You must complete the requirements of any competency programme
4. You must notify employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation

HEALTH AND SAFETY

You are expected to meet the health and safety requirements set out in BOPDHB policies and protocols and any other requirements set out in the Health and Safety in Employment Act 1992.

TREATY OF WAITANGI/CULTURAL COMPETENCIES

BOPDHB is committed to the principles of the Treaty of Waitangi

The Person

Essential

- Registered Nurse with current practising certificate
- Post Graduate Diploma working towards a Masters
- Certificate in adult/clinical teaching or equivalent
- Achieved PDRP expert level or equivalent
- Significant and varied clinical experience with recent Emergency Department nursing focus.

Skills and Attributes

- Well developed problem solving and analytical skills
- Knowledge and understanding of research findings to support evidence based practice
- Well developed written and verbal communication skills
- Computer literacy
- Commitment to Treaty of Waitangi
- Committed to providing a culturally safe environment for clients and whanau
- Ability to prioritise and cope with high and varied workload
- Demonstrates a commitment to quality
- Flexible, adaptable and embraces change
- Professional demeanour and high level of personal integrity.