Job Description

Nurse Educator
Perioperative Department

Report To: Coordinator Practice Development

Liaise with: Clinical Nurse Managers
Clinical Nurse Leader-Surgical Services
Duty Managers
Nursing Staff
Clinical School
NETP/PDRP Coordinator
Medical staff
Maori Health Services
Allied Health professionals

The Bay of Plenty District Health Board
The District Health Board's fundamental purpose it to work within the resources allocated to it to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities
Mission: Enabling communities to achieve good health and independence and ensure access to high quality services.

Values: C Compassion
A Attitude
R Responsiveness
E Excellence

Main Purpose
The Nurse Educator, Perioperative, is employed to promote quality evidenced based nursing practice through education and professional development of nursing staff within the theatre services in accordance with Bay of Plenty District Health Board:

- 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 area, recognising the needs of rostered shift workers.
   - Ensures all new nursing staff to the area receive and complete generic orientation programmes and core clinical competencies.
   - Ensures currency and participates in the assessment of clinical competencies and relevant certification.
   - Liaises with the Clinical Nurse Manager to provide 1:1 teaching with nurses where a practice development need is identified.
   - Facilitates education by accessing clinical expertise to deliver effective education.
   - Liaises with educators across the DHB to facilitate and provide education.
   - Promotes the use of evidence based practice.
   - Promotes a team environment which enhances partnership and cooperation.
   - In partnership with the Clinical Nurse Manager and other educators establishes an annual unit level in-service plan with goals, timeframes and documentation processes.
   - Liaises with Clinical Nurse Manager and educators to identify organisational and individual learning needs.
   - Facilitates care that is patient centred 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 and collaborative manner.

Key Performance Indicators
   - All nursing staff for area complete an appropriate orientation programme.
   - All certification is appropriate and current.
   - Clinical Nurse Manager and staff confirm appropriate availability and support.
   - Treaty partners confirm appropriate consultation and liaison.

2. Professional Responsibilities
   - 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.
   - 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 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 certification skills current.
   - Number of education contacts/sessions provided for clinical staff service specific education planning and delivery.
   - 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 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, taking responsibility for a patient safety portfolio.
   - 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 your 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 BOPDHB is a smoke free environment**
The Person

Essential
- Registered Nurse with current practicing certificate
- Post Graduate Diploma working towards Masters degree
- Certificate in adult/clinical teaching
- Achieved PDRP expert level or equivalent
- Significant and varied clinical experience with recent perioperative 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 demeanor and high level of personal integrity
- Commitment to BOPDHB CARE values