

Marlborough Urgent Care Ltd

POSITION DESCRIPTION

POSITION TITLE		
Nurse Practitioner Urgent Care/Primary Care		Mon – Sun, up to 40 hrs per week
POSITION PURPOSE		
<p>Marlborough Urgent Care 2017 (MUC) is committed to providing a high standard, seven day a week service to the people of Marlborough. Patients present with a wide range of conditions and the emphasis is on accident and urgent care.</p> <p>The Nurse Practitioner is responsible to work in a collegial environment with the Medical Director leading and providing an advanced standard of clinical expertise including skilled incident and emergency care to patients presenting at the MUC.</p> <p>The Nurse Practitioner will provide a nursing service to patients with a higher percentage of accident cases and emergency medical problems than that experienced in after hours or daytime general practice. The emphasis in this role is on incident care where all patients are clinically assessed, diagnosed, their clinical data interpreted and treated. Patients are referred to their GP or follow an alternate clinical pathway within MUC protocols.</p>		
TREATY OF WAITANGI		
<p>MUC is committed to its obligations under the Treaty of Waitangi. As an employee, you are required to give effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection.</p>		
KEY TASKS & PERFORMANCE OUTCOMES		
KEY RESULT AREAS	Behaviours	Performance Measures
Clinical Practice	Best practice for people in the Marlborough Urgent Care services	<ul style="list-style-type: none"> • Demonstrates effective clinical management of emergency, urgent and non-urgent patients within scope of practice • Utilises current research and evidence-based, advanced holistic assessment and diagnostic reasoning to form sound professional judgments 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

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		<p>necessity, preparation, nature and anticipated effects of procedure(s) to patients, patient's family, staff, and other members of the health care team</p> <ul style="list-style-type: none"> • Performs therapeutic or diagnostic procedures based upon patient's clinical status and document patient's response to the procedure(s) • Practices as a member of the interdisciplinary team to improve outcomes for clients with relate to area of practice. • 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 while continuing a Nurse Practitioner pathway • Advocates on behalf of patient/family/colleagues as appropriate • Assists the interdisciplinary team with decision-making related to medico-legal and ethical issues
	Establishes and promotes effective models of care	<ul style="list-style-type: none"> • Innovative approaches are utilized as necessary to meet patient needs • Innovative approaches are undertaken to develop an integrated approach to urgent care, the emergency department and primary care
Clinical Leadership and Consultancy	Demonstrates effective clinical leadership and consultancy	<ul style="list-style-type: none"> • Takes a leadership role in MUC clinical care situations across settings and disciplines and follows through with required changes to systems and processes as necessary • Is recognised as an authority on primary care/urgent care practices locally and nationally that supports a coordinated and integrative approach • Coordinates, collaborates and leads effectively

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		<p>within the interdisciplinary team</p> <ul style="list-style-type: none"> • Briefs colleagues on relevant trends and issues • Demonstrates skilled mentoring/coaching and teaching • Undertakes clinical supervision • Handles problems and complaints sensitively
	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
	Develops and influences health/socio-economic policies and nursing practice at a local, national I level	<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 • Contributes to clinical component of performance management of critical care complex team members
Nursing Practice Development/ Quality activities	Works with all staff to continuously improve evidenced based practice and patient outcomes	<ul style="list-style-type: none"> • Participates in the development of nursing plans and relevant line plans and ongoing quality 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 MUC strategic direction • 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 as required.
	Actively contributes to a therapeutic	<ul style="list-style-type: none"> • Contributing to the identification of specifications, trials and purchase of new

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	environment	<p>equipment and processes</p> <ul style="list-style-type: none"> • 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
Cultural Safety Honouring Cultural Diversity	Actively demonstrates commitment to the Treaty of Waitangi principles	<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. • Promotes strategies that positively impacts on health disparities for Maori, Pacific Island and vulnerable Marlborough populations

COMPETENCY PROFILE

COMMUNICATION AND INTERPERSONAL SKILLS

The Nurse Practitioner will communicate with a variety of health professionals within and external to MPH/NMH, 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 is provided in partnership across continuum of care.

The Nurse Practitioner will be required to interact on a frequent basis with a range of MPH and Nelson Marlborough Health (NMH) staff members especially Wairau Hospital Emergency Department and Marlborough General Practice.

Externally there will be contact with:

- Marlborough public
- Other nurse practitioners both nationally and internationally
- Primary Health Care Organisations where appropriate
- Tertiary education providers

PROBLEM COMPLEXITY

The Nurse Practitioner will be regularly challenged by a wide range of complex and unpredictable clinical problems and issues related to primary and urgent patient care. 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/whanau.

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SCOPE FOR ACTION

The Nurse Practitioner 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 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 urgent and non-urgent patient management. Discretion is required to be exercised in relating confidential information to the appropriate parties.

DIMENSION OF THE POSITION

The Nurse Practitioner reports operationally to the MUC Business Manager and professionally to the Director of Nursing MPH.

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.

RELATIONSHIPS

Operationally Reports to:	MUC Business Manager
Professionally Reports to:	Director of Nursing
Direct reports to:	Nil
Internal Relationships:	Medical Director and all MUC staff
External Relationships:	Marlborough General Practices Marlborough Aged Residential Care Facilities Nelson Marlborough Health Te Piki Oranga and other Maori health providers Nursing Council New Zealand/ Nurse Practitioners NZ

PERSON SPECIFICATIONS or working towards on internship

	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 primary care 	<ul style="list-style-type: none"> Demonstrated ability to articulate

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	<ul style="list-style-type: none"> • Knowledge of current issues within nursing and in primary care nursing • Sound knowledge and understanding of medico/legal and ethical responsibilities 	nursing advice to the multi-disciplinary team
Skills/Knowledge/Behaviour	<ul style="list-style-type: none"> • Advanced clinical assessment and management skills in primary care 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 research and use it as the basis of practice • 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 	<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
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, Practice Management Systems (PMS) i.e. secondary and primary PMSs, Outlook, etc. • Be conversant with the risk monitoring, incident reporting system and manage incidents appropriately. • Maintain own professional development by attending relevant IT education programmes 	<ul style="list-style-type: none"> • Able to access and use data bases

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Signed by Employee:	Signed for and on behalf of the Employer:
Name:	Name:
Signature:	Signature:
Date:	Date: