

POSITION DESCRIPTION

POSITION TITLE		
Nurse Practitioner Marlborough Urgent Care		
POSITION PURPOSE		
<p>To provide advanced clinical expertise and leadership that promotes health, prevents disease and to diagnose, assess and manage people’s health needs.</p> <p>This is to be provided within an interdisciplinary model that best meets the patient requirements and is in line with the vision and values of Marlborough Urgent Care.</p>		
TREATY OF WAITANGI		
Marlborough Urgent Care 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.		
KEY TASKS & PERFORMANCE OUTCOMES		
KEY RESULT AREAS	Behaviours	Performance Measures
Clinical Practice	<p>Provide advanced clinical practice.</p> <p>Works with patients, whānau, and other members of the healthcare team to improve health outcomes.</p> <p>Communicates at an advanced level with all involved in the person’s care, including communication vial clinical documentation.</p> <p>Documents accurately and professionally and maintains data security.</p>	<ul style="list-style-type: none"> • Demonstrates advanced clinical management of presenting patients within scope of practice (primary care) • 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 necessity, preparation, nature and anticipated effects of procedure(s) to patients, whānau, staff, and other members of the health care team • Demonstrates an ability to prevent and manage adverse reactions/emergencies/crises • Effectively and safely manages own caseload • Performs therapeutic or diagnostic procedures based upon patient’s clinical status and document patients response to the procedure(s) • Documents nursing care and ensures patients/whānau involvement in decision-making is visible • Communicates, collaborates and coordinates care with other health professionals to ensure best outcomes for patients and their whānau • In partnership with the patient/whānau, identifies educational needs to improve health literacy • Advocates on behalf of patient/whānau/colleagues as appropriate • Ensures all collected information is stored and access-protected in accordance with the Health Information Privacy Code

		<ul style="list-style-type: none"> Ensures that correct funding streams are utilised and are that services are appropriately charged out
	Prescribing	<ul style="list-style-type: none"> Uses professional judgement and best practice guidelines to prescribe medications and to effectively manage drug therapy Demonstrates accountability and responsibility in prescribing practices Prescribes and administers medications within legislation, codes and area of practice according to established prescribing processes and NZ guidelines Works collaboratively with patient/whānau when prescribing; providing accurate medication information
	Establishes and promotes effective models of care	<ul style="list-style-type: none"> Care delivery maintains continuity of plan and provider and refers as required Innovative approaches are utilized as necessary to meet client needs
Clinical Leadership and Consultancy	Demonstrates effective clinical leadership and consultancy. Provides expert advice	<ul style="list-style-type: none"> Takes a leadership role in complex clinical primary 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 nursing practices locally and nationally Collaborates and leads effectively within the multidisciplinary team Briefs UCC Manager and colleagues on relevant trends and issues Demonstrates skilled mentoring/coaching and teaching for colleagues Undertakes clinical supervision Handles problems and complaints sensitively
	Interprofessional health care	<ul style="list-style-type: none"> Promotes nursing's contribution to health care Collaborates across the care continuum with relevant multidisciplinary and intersectoral groups to take a co-ordinated and evaluative approach to care delivery
	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 and international 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 Conducts and documents regular case review Contributes to clinical component of performance management of critical care complex team members
Nursing Practice Development/Quality activities	Works with nursing staff to continuously improve nursing practice and patient outcomes	<ul style="list-style-type: none"> Demonstrates ongoing commitment to the professional development of others Actively engages in various local, regional and national forums to promote understanding of advanced nursing roles and their contribution Participates in the development of nursing plans and relevant line plans and ongoing improvement activities Participates in relevant education programmes and improvement projects

	<p>Reflects and critiques the practice of self and others</p> <p>Actively manages risk</p>	<ul style="list-style-type: none"> Continuously improves care processes to improve patient outcomes and documents Champions quality improvement methodology with a focus on high standards of care Participates in peer review, case review and debriefing activities Provides expert advice to investigations, assessment of practice and reviews outcomes. Collaborates on changes to practice and follows up as required.
<p>Health and Safety</p> <p>Recognises individual responsibility for workplace Health & Safety under the Health and Safety Act 1992</p>	<p>Takes all practicable steps to ensure own personal safety and the safety of others while at work</p>	<ul style="list-style-type: none"> Contributing to the identification of specifications, trials and purchase of new equipment Contributing to the identification of possible research/quality projects and participate in the development, implementation and feedback Contributes to the development and reviewing of standards of practice, protocols and policies to guide consistency of care <p>Management roles:</p> <ul style="list-style-type: none"> Demonstrates personal commitment to health and safety, with a focus on preventing harm Complies with all NZ legislation relevant to Health and Safety Plans, leads, organises and controls Health & Safety activities directed at preventing harm in the workplace, in consultation with employees and Health & Safety representatives for area Ensures that all accidents/incidents in the workplace are reported, are investigated and that hazards are recognised and adequate controls put in place Ensures compliance with protocols regarding safety and emergency issues. Communicates and escalates threats to health and safety <p>Non Management roles:</p> <ul style="list-style-type: none"> Organisational Health and Safety policies are read and understood and relevant procedures applied to own work activities Workplace hazards are identified and reported including self-management of hazards where appropriate Can identify Health and Safety representative for area
<p>Cultural Safety</p> <p>Honouring Cultural Diversity</p>	<p>Actively demonstrates commitment to Te Tiriti o Waitangi principles and applies these to practice</p> <p>Consistently demonstrates awareness and sensitivity of cultural difference when working with patients and their whānau</p>	<ul style="list-style-type: none"> Demonstrates personal commitment to addressing inequity for Māori, Pacific and vulnerable populations Works collaboratively with colleagues to develop strategies aimed at addressing inequity and inequality Respect, sensitivity, cultural awareness is evident in interpersonal relationships Able to incorporate Māori models of health, patient and whanau-centred models of care, and mātauranga Māori Promotes strategies that assists to positively impact on health disparities for Māori and Pacific Island populations Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices.

COMPETENCY PROFILE

COMMUNICATION AND INTERPERSONAL SKILLS

The Nurse Practitioner at Marlborough Urgent Care will communicate with a variety of health professionals within and external to Marlborough Primary Health, 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 can be provided in a cohesive manner from a range of services across continuum of care.

The Nurse Practitioner at Marlborough Urgent Care will be required to interact on a frequent basis with a range of colleagues including Marlborough Primary Health and Te Whatu Ora Nelson Marlborough staff members and or Contractors including the following groups but not limited to:
General Practitioners and general practice teams, Aged Residential Care Facilities, Senior Medical Officers, Registered Medical Officers, House Surgeons, Charge Nurse Managers and, Clinical Nurse Specialists, Nurse Educators, Nursing Staff, Physiotherapists, Occupational Therapists, Dieticians, Social workers, Speech Language Therapist, Psychiatric Services, Cultural Support, Interpreting Services.

Externally there will be frequent contact with:

Other nurse practitioners locally, nationally and internationally.

Primary Health Care Organisations and where appropriate Tertiary Education providers

Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.

In conflict situations, will be required to exercise sound judgement, negotiation, and persuasiveness skills, toward facilitating a workable outcome.

PROBLEM COMPLEXITY

The Nurse Practitioner Marlborough Urgent Care will be regularly challenged by a wide range of complex and unpredictable clinical problems and issues related to older person's patient care within the secondary settings. 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.

SCOPE FOR ACTION

The Nurse Practitioner Marlborough Urgent Care 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.

DIMENSION OF THE POSITION

The Nurse Practitioner Marlborough Urgent Care reports operationally to the Urgent Care Manager and clinically to the Medical Director Urgent Care Professionally, there will be a relationship with the Associate Director of Nursing, Marlborough Primary Health.

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		
Reports to:	Operationally: Urgent Care Manager Clinically: Medical Director Urgent Care	
Direct reports:	Nil	
Internal Relationships:	All Urgent Care Staff	
External Relationships:	Nursing Council New Zealand Marlborough General Practices Marlborough After Hours GP Services Ltd Marlborough Aged Residential Care Facilities Te Whatu Ora Nelson Marlborough Māori Health Providers Relevant Non-Government Organisations	
PERSON SPECIFICATIONS		
	Minimum	Preferred
Qualification/ Competency	<ul style="list-style-type: none"> Clinically focused Masters degree in nursing Registered as Nurse Practitioner with NZNC Current NZNC annual practicing certificate Current Driver's License 	Primary / Acute Care Focus
Experience	<ul style="list-style-type: none"> A minimum of five years recent clinical experience in Primary Care nursing Experience and credibility with the health care team as a professional resource in specialty/practice area. Knowledge of current issues for nursing and health in NZ and International context Sound knowledge and understanding of current government policies, codes, guidelines and legislation impacting on area of specialty 	<ul style="list-style-type: none"> Demonstrated ability to articulate evidenced- based expertise to a multi-disciplinary team
Skills/Knowledge/ Behaviour	<ul style="list-style-type: none"> Advanced clinical assessment and management skills in Primary Care patient care An innovative approach to problem-solving that is inclusive and understanding of other disciplines, team members, and services 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 the ability to exercise sound judgement and negotiation skills aimed at achieving people-centred outcomes Ability to self-evaluate and reflect on practice Ability to critique research and use it as the basis of practice A strong patient/whanau focus 	<ul style="list-style-type: none"> Research skills Conflict management skills Demonstrated ability in the mentoring and development of staff Active involvement in relevant, professional/other organisations

	<ul style="list-style-type: none"> • 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 • Champions for and promotes the profession of nursing • A commitment the Principles of Te Tiriti o Waitangi, biculturalism and its application to nursing practice 	
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
Signed by Employee:		Signed for and on behalf of the Employer:
Name:		Name:
Signature:		Signature:
Date:		Date: