

POSITION DESCRIPTION

Canterbury

District Health Board

Te Poari Hauora o Waitaha

February 2022

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

The Canterbury District Health Board is committed to the principles of Te Tiriti o Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Organisational Vision

The Canterbury DHB's vision is to improve the health and wellbeing of the people living in Canterbury.

Organisational Values

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

Kaiwhakaako Nurse Educator

REPORTS TO (Title):

Nurse Consultant: Workforce Development

REPORTS ON A DAILY BASIS TO:

As above

PRINCIPAL OBJECTIVES:

- To provide support, coordinate and deliver education to Registered Nurses on the New Entry to Specialist Practice (NESP) programme
- To support preceptors and managers of NESP participants

FUNCTIONAL RELATIONSHIPS:

INTERNALLY:

1	Nurse Consultant: Workforce Development
2	Nurse Coordinator, NESP programme
3	Nurse Consultant, NESP programme
4	NESP team members
5	NESP participants, preceptors and managers
6	Ngā Toka o Te Aratika - SMHS Māori Mental Health Nurses Rōpu
7	Te Ao Marama staff forum
8	Mana Taurite Tīma
9	Executive Director Māori and Pasifika Health
10	Pou Whirinaki, Specialist Mental Health Service, Hillmorton Hospital

EXTERNALLY:

1	Professional organisations
2	National workforce centres
3	Other Canterbury DHB education providers
4	Mana Whenua Ki Waitaha and Ngāi Tahu

KEY PERFORMANCE OBJECTIVES:

Task	Coordination and delivery of specified NESP education courses
Expected Result	<ul style="list-style-type: none">• All courses delivered as per training calendar
Task	Working with NESP preceptors and other clinical team members to coordinate the clinical education of NESPs in practice
Expected Result	<ul style="list-style-type: none">• All NESPs, preceptors and managers are supported in accordance with NESP programme specifications
Task	Coordination and delivery of specified NESP education to support cohorts of Māori NESP nurses
Expected Result	<ul style="list-style-type: none">• Cohorts of Māori NESPs are proactively supported
Task	Coordination and delivery of specified NESP education designed to assist NESP nurses' practice with tangata whaiora and whānau
Expected Result	<ul style="list-style-type: none">• All courses delivered as per training calendar
Task	Coordination and delivery of specified NESP education designed to assist NESP nurses' to develop practices demonstrating the principles of Te Tiriti o Waitangi
Expected Result	<ul style="list-style-type: none">• All courses delivered as per training calendar

HEALTH & SAFETY:

- Observe all Canterbury DHB safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

QUALITY:

Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

QUALIFICATIONS & EXPERIENCE:

Essential:

- Registered Nurse with NCNZ with minimum of three years clinical experience, including scope to practice in Mental Health and a current APC,
- Experience in supporting nursing students or NESPs in clinical practice
- Current employee of SMHS
- A deep understanding of Te Ao Māori, Te Reo Māori, Te Tiriti o Waitangi and Tikanga Māori

Desirable:

- Currently possess or working towards a post graduate qualification in nursing or education
- Previous experience working in partnership with Māori, Manawhenua, iwi, hapū, whānau
- Developing cultural leadership skills
- Experience in supporting nursing students or NESPs in clinical practice

PERSONAL ATTRIBUTES:

Mandatory: Highly motivated to support and provide education that results in inclusive practice transformation

Key Behaviours

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Ability to provide inspirational and motivational teaching
- Ability to inspire inclusiveness and Te Tiriti o Waitangi based practices

Desirable: (please note I put some in as there were none here)

- Ability to influence practices mitigating institutional racism
- Ability to be adaptable and responsive
- Role Models organisational values within own practices

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.