

POSITION DESCRIPTION

Position Title	Nurse Practitioner / Intern Nurse Practitioner – Health of Older People
Role Purpose	To provide advanced clinical expertise and leadership that promotes health, prevents disease and to diagnose, assess and manage people health needs. This is provided within an interdisciplinary model that best meets the patient requirements and is in line with the vision and values of Kimi Hauora Marlborough Primary Health Organisation (KHW MPH).
FTE	0.8 - 32 hours per week
Role Location	Marlborough
Reports To	Programme Manager – Clinical Services
Interactions	All employees of MPH, MPH Board of Trustees, General Practice Teams, Te Whatu Ora Health New Zealand, Aged Residential Care, NGO's and community agencies, Nursing Council New Zealand, Iwi/Māori Providers, Pacific Providers
Commitment to Te Tiriti o Waitangi	Marlborough Primary Health is committed to the principles of te Tiriti o Waitangi, (a) Tino Rangatiratanga / Self-Determination; and (b) Pātuitanga / Partnership; and (c) Mana Taurite / Equity; and (d) Whakamarumarutia / Active Protection; and (e) Kōwhiringa / Options, that contribute to reducing the disparity between Māori and non-Māori.
Te Pae Ora	Marlborough Primary Health is committed to the principles of Te Pae Ora, to (a) protect, promote, and improve the health of all New Zealanders; and (b) achieve equity in health outcomes among New Zealand's population groups, including striving to eliminate health disparities, in particular for Māori; and (c) build towards pae ora (healthy futures) for all New Zealanders.
Health and Safety	All employees are expected to identify and report on, take responsibility for and resolve issues that may cause harm to themselves or others in the organisation. It is expected that you will report all accidents, incidents or potential hazards to your manager.

Key Tasks and Performance Outcomes:

Clinical Practice	<p>Best practice for people over sixty-five years (Health of the Older Person (HOP))</p> <p>Demonstrates effective clinical management of Health of Older Persons/patients within scope of practice</p> <ul style="list-style-type: none"> Utilizes current research and evidence-based, advanced holistic assessment and diagnostic reasoning to develop innovative approaches to care. Orders and interprets appropriate diagnostic and laboratory tests and explains the necessity, preparation, nature and anticipated effects of procedure(s) to patients, patient's family, staff, and other members of the health care team Effectively manages own workload Performs therapeutic or diagnostic procedures based upon patient's clinical status and document patients' response to the procedure(s) Practices as a member of the interdisciplinary team to improve outcomes for clients with relate to area of practice. Identifies educational needs of the patient, patient's family and nursing staff to participate in teaching opportunities
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	<ul style="list-style-type: none"> • Maintains and supports expertise in nursing practice • Advocates on behalf of patient/family/colleagues as appropriate • Assists the interdisciplinary team with decision-making related to medico-legal and ethical issues
Clinical Leadership and Consultancy	<p>Demonstrates effective clinical leadership and consultancy</p> <ul style="list-style-type: none"> • Takes a leadership role in complex clinical HOP care situations across settings and disciplines and follows through with required changes to systems and processes as necessary • Is recognised as an authority on HOP care practices locally and nationally • Collaborates and leads effectively within the multidisciplinary team • Briefs CEO/Line Manager and colleagues on relevant trends and issues • Demonstrates skilled mentoring/coaching and teaching • Undertakes clinical supervision • Handles problems and complaints sensitively
	<p>Interprofessional health care</p> <ul style="list-style-type: none"> • Promotes nursing 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
	<p>Conducts and/or participates in relevant research</p> <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
Nursing Practice Development/ Quality activities	<p>Works with nursing staff to continuously improve nursing practice and patient outcomes in all areas related to HOP.</p> <p>Reflects and critiques the practice of self and others.</p> <ul style="list-style-type: none"> • Participates in the development of nursing plans and relevant line plans and ongoing improvement activities • Champions quality improvement methodology with a focus on high standards of care • Aligns with KHW MPHO strategic direction • Participates in peer review, case review and debriefing activities
	<p>Actively manages risk</p> <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.
	<p>Management roles:</p> <ul style="list-style-type: none"> • Ensures a safe working environment and safe working practices

	<ul style="list-style-type: none"> • 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 using the RiskmonitorPro database, are investigated and that hazards are recognised, and adequate controls put in place • Ensures compliance with protocols regarding safety and emergency issues. <p>Non-Management roles:</p> <ul style="list-style-type: none"> • KHW MPHO 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
Data and Information	<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

Competency Profile	<p>Credentials / Qualification requirements</p> <ul style="list-style-type: none"> • Clinically focused master's degree in nursing • Working towards or is Registered as Nurse Practitioner with NZNC • Current practicing certificate <p><i>Preferred</i></p> <ul style="list-style-type: none"> • Prescriber <p>Experience</p> <ul style="list-style-type: none"> • A minimum of five years recent clinical experience in Health of Older Person nursing • Functioning at Expert level on the Senior Clinical Career Pathway • Knowledge of current issues within nursing and in Health of Older Person nursing • Sound knowledge and understanding of medico/legal and ethical responsibilities <p><i>Preferred</i></p> <ul style="list-style-type: none"> • Demonstrated ability to articulate nursing advice to the multi-disciplinary team <p>Knowledge / Behaviour</p> <ul style="list-style-type: none"> • Advanced clinical assessment and management skills in Health of Older Person 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
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- 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

Preferred

- 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
- Research skills
- Conflict management skills
- Demonstrated ability in the development of staff
- Active involvement in relevant, professional/other organisations

Knowledge and Experience

- Knowledge and empathy for biculturalism and practices in a manner which the client determines is culturally safe.
- Current knowledge and experience of mental health illness and related issues
- Understands case management within a clinical setting.
- Ability to network with private, public, and voluntary resources in the community, including General Practices and other health professionals.

Self-Management

- Ability to manage time effectively by adopting a disciplined approach to establishing and following priorities of work.
- Knowledge of organizing systems effectively to meet service needs.
- Strong coordination and administration skills with a high degree of computer literacy and the ability to follow a task through to completion.

Personal Commitment

Demonstrated evidence of commitment to the following is required:

- MPH organizational vision, purpose, values, and goals
- Te Tiriti o Waitangi
- Working with clients and colleagues in a culturally sensitive and appropriate manner