



POSITION DESCRIPTION

Position Title:	Clinical Nurse Educator (0.5 FTE)
Location:	Dunstan Hospital
Reports to:	Director of Nursing (DON)
Date:	May 1 2024

COHSL Vision

To be a lead provider and educator of rural healthcare for our communities.

Our Environment

COHSL is a unique community-owned rural health service provider delivering public and private health care to the Central Otago and Upper Clutha areas. COHSL is committed to playing its part in the implementation of the Health Reforms, the delivery of integrated models of care that stretch across the care continuum and reducing rural inequities.

LIVING CENTRAL OTAGO HEALTH SERVICES LTD VALUES

Proactively demonstrate COHSL values in all aspects of the role	<ul style="list-style-type: none"> • Demonstrates behaviours that we want to see from each other, at our best • Contributes positively to a culture of appreciation, a learning culture, where people feel safe to speak up • Contributes positively to the team and other initiatives that seek to improve patient and whanau experiences and/or staff experience of working 		
KINDNESS	EXCELLENCE	TRUST	CONNECTION
Atawhai	Hirangi	Whakawhirinaki	Whanaungatanga

The Five Priorities of the Health NZ Rural Health Strategy

1. Considering Rural Communities as a Priority Group.
2. Prevention, paving the path to a healthier future.
3. Services are available closer to home for rural Communities.
4. Rural communities are supported to access services at a distance.
5. A valued and flexible Rural Health workforce.

Purpose of Role

The Nurse Educator may work across the organisation, acting in the roles of educator, consultant, researcher, leader/change agent in the pursuit of excellence and improved health outcomes.

Education is central to the Nurse Educator role, however in order to influence and strengthen clinical practice it is essential the role is underpinned by all the competencies as outlined in the position description below:

- Promotes excellence in clinical practice within an interdisciplinary environment.

- Promotes the enhancement of rural generalist practice and the development of knowledge and skills for nursing staff.
- Shows effective nursing leadership and consultancy with an educational focus.
- Promotes and utilises research and evidence-based nursing practice.
- Maintains own professional development.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Promotes excellence in nursing practice within an interdisciplinary environment.	<ul style="list-style-type: none"> • Uses a theoretical framework and personal philosophy of nursing as a basis for nursing practice and its advancement. • Identifies and introduces advancements in nursing knowledge, relevant trends and changes in best practice for nurses. • Models expert generalist nursing skills and applies critical reasoning to nursing practice issues and decisions. • In partnership with senior nursing staff, identifies relevant trends and changes in the scope and nature of nursing practice and evaluate for local applicability. • Uses critical incidents as an opportunity for staff development. • Collaborates with senior nursing staff and multidisciplinary teams and supports changes to practice when indicated. • Promotes and provides a strong nursing education focus based on adult learning principles.
Shows effective nursing/midwifery leadership and consultancy with an educational focus.	<ul style="list-style-type: none"> • Acts as a resource person and supports staff to achieve Professional Development and Recognition Programme (PDRP). • Supports a culture of evaluation and the ongoing quality improvement of nursing practice. • Contributes to system change to improve health outcomes through evidence-based practice. • Contributes to meetings in a collaborative, active way. • Implements and maintains Core Competency based education programmes, e.g. IV Certification and CPR, to assist staff to maintain COHSL mandatory and core competency requirements. • Updates and monitors databases facilitating staff to maintain Core Competency requirements.
Promotes the enhancement of clinical practice and the development of knowledge and skills for Nursing, HCA, PTS and other interdisciplinary staff	<ul style="list-style-type: none"> • Is responsible for the facilitation and/or delivery of regular relevant education and staff development programmes for clinical staff. • Develops, implements and circulates an annual strategic education plan. • Communicates and collaborates with Senior Nursing Group to identify education needs and practice requirements. • Reviews programme content and delivery using appropriate measurements, methods and tools to evaluate achievement of learning goals, teaching strategies and quality assurance. • Provides evaluation and reports of training and in-service programmes to line manager on a regular basis. • Where specialist knowledge needs are identified, the Nurse Educator will in conjunction with the Senior Nursing Group identify education needs and facilitate training. • Supports staff in identifying relevant education, professional development

	<p>activities to facilitate their set annual performance goals.</p> <ul style="list-style-type: none"> • In conjunction with Senior Nursing group, assists nursing staff, who have been identified as having a performance deficit, in developing an education plan to meet identified outcomes. • In collaboration with the New Graduate Programmes, provides local support, education and resources to the new graduates to support their transition to rural practice. • Is available as a mentor for nurses/ preceptors where appropriate. • In partnership with the Senior Nursing group plan and review orientation programme for new staff. • Maintains records of attendance at all teaching sessions. • Works alongside new staff as part of Orientation processes.
Promotes and utilises research and evidence-based nursing practice	<ul style="list-style-type: none"> • Facilitates and/or conducts research with an educational focus and assists in the application of research findings. • Works in partnership to develop and maintain evidence-based inquiry and education resources. • Utilises research inquiry to advance nursing best practice across the site, and contribute to evidence-based policy and its evaluation through the quality and audit process.
Maintains own professional development	<ul style="list-style-type: none"> • Maintains own clinical competence and develops own portfolio demonstrating a commitment to self-development. • Networks nationally and internationally and keeps up to date on trends and developments within education. • In consultation with the Line Manager identifies educational programmes and conferences relevant to the role.
Other duties	<ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.
Professional Development – self	<ul style="list-style-type: none"> • Identifying areas for personal and professional development.
Health, Safety and Wellbeing	<ul style="list-style-type: none"> • Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the COHSL Health, Safety and Wellbeing policies, procedures and systems.

Key Result Area	Expected Outcomes / Performance Indicators – All COHSL Leaders
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses
Culture and People Leadership	<ul style="list-style-type: none"> • Lead, nurture, and develop our team to make them feel valued. • Prioritise developing individuals and the team so COHSL has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation’s strategic and business goals.
Innovation & Improvement	<ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Model an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Work with peers locally to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others’ health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

KEY RELATIONSHIPS

Internal	External
• Nurses /Health Care Assistants	• Patients, Family / Whanau & Community
• Charge Nurses/Senior Nurses	• PDU Te Whatu Ora Southern
• Allied Health Staff	• Te Whatu Ora Staff Professional/Clinical Leads
• Medical Staff	• Primary Health Care Providers
• Administration Staff.	• Local Māori health Providers
• Hospital Services	• Tertiary Institutions (Otago University & Polytechnic)
• Executive Leadership Team	• Professional Bodies and Registration Authorities
• Diagnostics - Pharmacy, Radiology, Labs	• Other Service Providers: NGOs, Private Health Providers, Support Groups, Local Community Groups
• Patient Transfer Services.	• Hato Hone St John Staff

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date