

## *Position Description*

<b>Position title:</b>	<b>Nurse Educator</b>
<b>Business area:</b>	<b>Clinical</b>
<b>FTE:</b>	<b>As per conditions of employment</b>
<b>Reports to:</b>	<b>Perioperative Service Manager</b>
<b>Approved by:</b>	<b>Hospital Manager</b>

---

### **Position objective**

- To act as an educational resource across the perioperative service to provide clinical teaching, learning and developmental support in the pursuit of clinical excellence, improved health outcomes and service delivery.
  - Influences and improves perioperative practice
  - Facilitates knowledge and skill development amongst clinical staff
  - Demonstrates effective nursing leadership in practice development
  - Implements relevant research and evidence-based care into clinical practice
- To support the business objectives of the organisation.

### **Functional relationships**

<b>Internal:</b>	<b>External:</b>
<ul style="list-style-type: none"><li>• Nurse Educator Learning and Development</li><li>• Clinical Nurse Specialists</li><li>• Charge Nurse PACU</li><li>• Charge Nurse Cardiology Day Unit</li><li>• Anaesthetic Technician Co-ordinator</li><li>• SSD Co-ordinator</li><li>• Quality Manager</li><li>• Infection Control and Prevention Co-ordinator</li><li>• Nursing staff</li><li>• All other St George's staff</li></ul>	<ul style="list-style-type: none"><li>• Canterbury District Health Board NET-P programme coordinator(s)</li><li>• Canterbury District Health Board PDRP programme coordinator(s)</li><li>• Education providers</li><li>• Other health services</li><li>• Nursing Council of New Zealand?</li><li>• NZNO</li><li>• Medical Science Council</li></ul>

## *Position Description*

### Key areas of accountability

Area of accountability	Expected results
<p><b>Learning and development</b> To influence clinical teaching, learning and developmental support in the pursuit of clinical excellence in the perioperative department.</p>	<ul style="list-style-type: none"> <li>• Contributes to the ongoing development of the St George’s Hospital clinical learning and development plan.</li> <li>• Contributes to refinement and implementation of St George’s Hospital Models of Care and associated clinical competencies.</li> <li>• Communicates and collaborates with the Nurse Educator – Learning and Development regarding education plan and implementation of learning and development education framework for perioperative services.</li> <li>• Develops and implements teaching and learning activities to support teaching and learning within specific clinical areas of the hospital.</li> <li>• Supports RNs to undertake, and maintain, models of care clinical competency assessments.</li> <li>• Support RNs to complete the requirements of the Nursing Council of New Zealand’s recertification programme / Professional Development and Recognition Programme (PDRP) / Nurse Entry to Practice programme NET-P.</li> </ul> <p>Supports ATs, CSSD staff and Theatre Hospital aids to complete the requirements for certification and recertification of the St Georges Hospital Clinical Practice Programme (CPP).</p> <ul style="list-style-type: none"> <li>• Collaborates with, Clinical Nurse Specialists, Anaesthetic Technician Co-ordinator, SSD Co-ordinator and PACU Charge Nurse to identify and address learning deficits and performance issues.</li> <li>• Uses incident reports and quality data as an opportunity for staff development.</li> <li>• Fosters an environment conducive to learning, enquiry and research.</li> <li>• Provides support, education and resources to new employees, existing nurses and students.</li> <li>• Acts as a role model and resource person for the department and organisation.</li> </ul>
<p><b>Professional practice</b> To promote clinical excellence</p>	<ul style="list-style-type: none"> <li>• Communicates and collaborates with the Perioperative team and quality coordinator regarding responsibilities of MoH certification.</li> <li>• Communicates and collaborates with the Perioperative Team and quality coordinator regarding quality improvement in clinical nursing practice.</li> <li>• Maintains contemporary knowledge and skills in education and relevant Perioperative competencies</li> <li>• Understands and has knowledge of nursing and clinical professional development issues.</li> <li>• Demonstrates a commitment to participating in continuing post basic education and acquisition of further knowledge, skills, and credentials.</li> <li>• Promotes non-discrimination, cultural sensitivity, patient advocacy and patient rights and responsibilities in clinical practice.</li> <li>• Complies with legislation and organisational policies and procedures that govern practice and service delivery.</li> </ul>
<p><b>Interpersonal relationships/teamwork</b> To ensure effective teamwork and communication</p>	<ul style="list-style-type: none"> <li>• Maintains approachability and an open, effective communication style.</li> <li>• Role models St George’s Hospital vision, values and goals.</li> <li>• Respects lines of authority and uses proper channels of communication.</li> <li>• Is open and receptive to feedback.</li> <li>• Establishes collaborative networks across teams for mutual benefit.</li> <li>• Collaborates with peers to achieve strategic goals.</li> <li>• Reinforces patient/client focus through education, practice, policies and/or procedures.</li> </ul>

## *Position Description*

Area of accountability	Expected results
	<ul style="list-style-type: none"> <li>• Recognises individual efforts in excellent patient/client focus.</li> <li>• Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need.</li> <li>• Empowers others to take action to resolve patient/client issues promptly</li> <li>• Creates a culture of patient/client focus through person-centered care.</li> <li>• Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.</li> <li>• Keeps staff fully informed on education, learning and development activities and requirements.</li> </ul>
<p><b>Professional development</b> To maintain a high level of professional development</p>	<ul style="list-style-type: none"> <li>• Maintains and continuously updates professional portfolio.</li> <li>• Maintains own professional development and mandatory updates.</li> <li>• Participates in own performance planning and review.</li> <li>• Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation.</li> <li>• Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.</li> </ul>
<p><b>Inter-professional healthcare and quality improvement</b> To maintain a high level of quality improvement</p>	<ul style="list-style-type: none"> <li>• Leads, facilitates and participates in quality improvement activities related to education and practice development.</li> <li>• Participates actively in quality improvement activities to monitor and improve standards of nursing.</li> <li>• Critically analyses, disseminates and integrates nursing and other evidence into the area of clinical practice and specialty.</li> <li>• Contributes to development, review and maintenance of appropriate policy, procedure and guideline documentation.</li> <li>• Participates actively in the maintenance of MoH certification and QHNZ accreditation status.</li> </ul>
<p><b>Organisational culture</b> To support a strong and positive image of St George's within the community and with key internal and external stakeholders</p>	<ul style="list-style-type: none"> <li>• Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and has a customer focus.</li> <li>• Assists in facilitating positive inter-departmental relationships.</li> <li>• Maintains confidentiality in respect to St George's operations, business, employees, clients and patients.</li> <li>• Models St George's values and adheres to St George's policies and procedures.</li> </ul>
<p><b>Cultural safety and the Treaty of Waitangi</b> To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> <li>• Understands and has knowledge of the Treaty of Waitangi and implications for clinical practice.</li> <li>• Collaborates with colleagues regarding the integration of the Treaty principles in practice, guiding and providing resources to foster understanding.</li> <li>• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.</li> <li>• Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice.</li> </ul>
<p><b>Cultural Safety</b> To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> <li>• Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations</li> <li>• Respects diversity of cultural and religious beliefs amongst patients, family and staff</li> </ul>
<p><b>Health &amp; safety</b></p>	<ul style="list-style-type: none"> <li>• Ensures accidents and untoward incidents occurring in the department</li> </ul>

## *Position Description*

Area of accountability	Expected results
To ensure a safe working environment	<ul style="list-style-type: none"> <li>are reported.</li> <li>• Takes reasonable care for personal health and safety.</li> <li>• Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons.</li> <li>• Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at Work Act 2015.</li> <li>• Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers.</li> <li>• Ensures compliance with hospital security requirements and is vigilant in all matters of security.</li> <li>• Recognises safety hazards and initiates appropriate corrective actions.</li> <li>• Participates in health and safety training as mandated by St George's.</li> </ul>
<b>Organisational effectiveness</b> To contribute to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> <li>• Promotes safe patient care and makes recommendations to ensure cost efficient delivery.</li> <li>• Is alert to emerging patient needs or new procedures and promotes solutions to safely care for patients and support staff in practice development.</li> </ul>
<b>Other duties</b> To undertake other duties as requested by the hospital	<ul style="list-style-type: none"> <li>• Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li> </ul>

### Qualifications, experience and personal qualities

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Registered nurse.</li> <li>• Holds a current practicing certificate.</li> <li>• Holds, or working towards designated senior nurse competent PDRP.</li> <li>• Graduate or post graduate qualification in a related specialty.</li> </ul>	<ul style="list-style-type: none"> <li>• Post-registration nursing qualification that includes study of adult learning</li> </ul>
<b>Experience &amp; knowledge</b>	<ul style="list-style-type: none"> <li>• At least 5 years post registration/graduate experience.</li> <li>• Experience in the provision of clinical education.</li> <li>• Document management skills.</li> <li>• Information technology skills.</li> </ul>	<ul style="list-style-type: none"> <li>• 3+ years working in a senior nursing or nursing education role</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Relates well to others</li> <li>• Integrity</li> <li>• Enthusiastic</li> <li>• Excellent communication and interpersonal skills</li> </ul>	

**Agreed by:**

Signed: \_\_\_\_\_ Date: \_\_\_\_\_ **(Employee)**

Signed: \_\_\_\_\_ Date: \_\_\_\_\_ **(Hospital manager)**