



JOB DESCRIPTION – WHANAU ORA MOBILE REGISTERED NURSE

Position Title:	Whanau Ora Nurse – Mobile Nurse
Location:	65 Queen Street Kahungunu Executive ki Te Wairoa Charitable Trust (“Kahungunu Executive”)
Reports To:	Health Team Coordinator Clinical Leader
Internal Relationships:	Team Coordinator – Health Clinical Leader Mobile Nursing Team Health Team Health Promotion Team Oranga Hinengaro Team Social Services Team Administration Team
External Relationships:	GP Practices Practice Nurses District Nurses Social Workers Physiotherapist Occupational Therapist Needs Assessment Service Coordinators (NASC) St John’s Pharmacy Staff Te Whatu Ora Te Matau a Māui Staff Other Health and Social Service Providers Local Whanau, Marae, Hapū and iwi

Kahungunu Executive Vision Statement:

Te Oranganui o Nga Whānau o Te Wairoa.

Kahungunu Executive Mission Statement:

Delivering health, social services, oranga hinengaro and housing services that achieve whanau aspirations.

Kahungunu Executive Whakatauki:

Ko te Amorangi ki mua, Ko te hāpai o ki muri.

Kahungunu Executive's Values:

Tika, Pono, Aroha – correctness, honesty and compassion. This relates to being fair and honest when dealing with Whanau and being respectful of their views and needs.

Manaakitanga – hospitality, kindness and support. This relates to showing respect, generosity and care for whanau.

Raranga – weave. This relates to collaboration with whanau, agencies and funders.

Rangatiratanga – ownership and autonomy. This relates to acknowledging the mana and autonomy of clients and that they stand independently.

Hiranga – excellence, importance and significance. This relates to providing the best quality support and assistance to whanau.

PRIMARY PURPOSE OF THE POSITION

The purpose of the Mobile Nursing service is to increase individual's access to health and social services while also supporting them to maintain their health and wellbeing by promoting healthy lifestyles and environments for whanau throughout the Wairoa District.

The Mobile Registered Nurse must be skilled in health assessment across the life span, long-term conditions, diabetes, respiratory, heart disease and support end of life and advanced care planning.

The Mobile Nursing Service contributes towards improved prevention and self-care of the Wairoa population through supporting whanau to manage and improve their own health and health decision-making. The Registered Nurse will work to deliver care that is coordinated and integrated with other health and social service providers to support individuals/whanau to achieve positive health outcomes.

SPECIFIC TASKS

ACHIEVEMENT AREA	KEY TASKS	EXPECTED OUTCOMES	PERFORMANCE OUTPUT
Service Delivery	Accepts responsibility for ensuring that nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements. Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing	Demonstrates knowledge of, and accesses, policies and procedural guidelines that have implications for practice. Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in	Uses professional standards of practice. Practises nursing in accord with relevant legislation/codes/policies and upholds client rights derived from that legislation. Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. Demonstrates

	<p>practice.</p> <p>Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by Enrolled Nurses and Community Support Workers.</p> <p>Practises nursing in a manner that the client determines as being culturally safe.</p> <p>Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.</p> <p>Client service provision – client intake, consent, needs assessment and client planning</p> <p>Evaluates client's progress toward expected outcomes in partnership with clients.</p> <p>Ensures documentation is accurate and maintains confidentiality of information.</p>	<p>Aotearoa/New Zealand.</p> <p>Takes into consideration the role and competence of staff when delegating work. Seeks advice from a senior registered nurse if unsure about the role and competence of enrolled nurses and others when delegating work.</p> <p>Practises in a way that respects each client's identity and right to hold personal beliefs, values and goals.</p> <p>Uses suitable assessment tools and methods to assist the collection of data. Undertakes assessment in an organised and systematic way.</p> <p>The client intake, consent form are completed as per the Client Service Provision policy and medtech is updated. A client needs assessment is completed and care plan developed in collaboration with the client/whanau.</p> <p>Regular review of client/whanau plan in partnership with the client/whanau.</p> <p>A record of the client visit is documented on medtech within 24 hours of the consultation.</p>	<p>knowledge of differing health and socio-economic status of Maori and non-Maori.</p> <p>Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses, and others.</p> <p>Applies the principles of cultural safety in own nursing practice.</p> <p>Applies relevant research to underpin nursing assessment.</p> <p>Provides planned nursing care to achieve identified outcomes. Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.</p> <p>Evaluations show an increase in knowledge, a change in attitude/opinion or a behavior or circumstance change.</p> <p>Maintains clear, concise, timely, accurate and current client records within a legal and ethical framework.</p>
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	<p>Provide health education information and advice to individuals/whanau to support them to achieve/maintain wellness.</p> <p>Support the development and implementation of programs/promotional events which promote healthy lifestyle changes for individuals and groups.</p> <p>Collaboration and networking with other services/agencies to increase individual/whanau access to other health and social services.</p> <p>To represent Kahungunu Executive by attending relevant Hui, meetings, and seminars where the presence of Kahungunu Executive is required to have representation from the organization in the interests of the Wairoa community.</p>	<p>Promotion of health education/promotion topics relevant to whanau including (but not limited to) nutrition, physical activity, medication, diabetes, COPD, asthma, cervical and breast screening, smoke cessation</p> <p>Services/programs are delivered in a coordinated and consistent manner Programs/services are evaluated to measure their effectiveness</p> <p>Individuals/whanau are referred to other supporting services/agencies and are supported to achieve positive outcomes</p>	<p>Client/whanau plan goals achieved. Evaluations show an increase in knowledge, a change in attitude/opinion or a behavior or circumstance change.</p> <p>Evaluations show an increase in skills and knowledge, a change in attitude/opinion, behavior and circumstance as evidenced by subjective and objective data captured.</p> <p>Written referrals to other health and social services are completed with client/whanau consent. Collaboration with other health and social services.</p>
Staff Induction and Professional Development	<p>Complete the KE induction programme</p> <p>Identify training needs (with the Team Coordinator and Clinical leader) relevant to the</p>	<p>New staff complete the KE induction programme to build knowledge and awareness of KE services, policies, and procedures as well as network with other services and agencies</p> <p>Staff attend relevant training to support them in delivering services such as</p>	<p>New staff are proactive in completing the staff induction with the Team Coordinator within three months. A record is kept of the induction process and held on the staff member's personnel file</p> <p>Training and professional development needs identified through the coaching process and</p>

	<p>position and staff needs.</p> <p>Prepare for regular coaching with Clinical Leader.</p> <p>Participates in the annual performance appraisal process.</p> <p>Participates in the Peer Supervision process</p>	<p>cervical screening, spirometry, infection prevention and control, Health Literacy, Smoke Cessation.</p> <p>Coaching is done regularly (two months) with the Clinical Leader.</p> <p>Performance Appraisal completed annually in partnership between staff and Clinical Leader and signed off by General Manager.</p> <p>Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.</p>	<p>training applications are submitted accordingly. Training and activity report submitted to Team Coordinator. Training cards updated.</p> <p>Written record of coaching filed on personnel file.</p> <p>Signed record of Annual Performance Appraisal kept on personnel file.</p> <p>Evidence of being an active contributor and participator in the Peer Supervision sessions</p>
Health and Safety	To be aware of and abide by the Health and Safety policies and procedures of Kahungunu Executive	Staff will have an awareness of Health and Safety processes including (but not limited to) Infection Prevention and Control practices, Emergency Evacuation procedures, staff safety when visiting clients in the community, reporting of incidents and near misses.	Staff complete the Induction programme (which includes a H&S component) which is held on their personnel file and have read and understand KE policies and procedures pertaining to Health and Safety.
Outcomes Reporting (RBA)	<p>To collect feedback and data from clients/whanau about the service</p> <p>Participates in quality improvement activities to monitor and improve standards of nursing.</p>	Appropriate methods to collect data are used to capture subjective and objective data to measure client/whanau outcomes. Staff are provided with feedback regarding evaluation of outcomes.	<p>Evaluations show an increase in skills and knowledge, a change in attitude/opinion, behavior and circumstance as evidenced by subjective and objective data captured.</p> <p>Evaluations analyzed and recorded through the Quality Management Systems.</p>

Kahungunu Executive ki Te Wairoa Charitable Trust

Person Specifications

Position: Whanau Ora Mobile Registered Nurse

Essential:

- Registered Nurse with a current Annual Practicing Certificate
- A willingness to undertake professional development/training relevant to the position
- A commitment to the Treaty of Waitangi and Tikanga Māori
- Current clean and full driver's licence
- Police vetting check with no history that would require exemption

Skills and Knowledge:

- An autonomous practitioner with sound time management skills who has an ability to work well within a multidisciplinary team with clients/whanau
- Knowledge of health needs assessment, nursing diagnosis and treatment including identification of clients and whanau at risk of illness or injury
- Knowledge of Kaupapa Māori models for undertaking client/whanau assessment
- Knowledge of Long-Term Conditions
- Promotion/provision of screening services such as smoking status, alcohol screening, family violence screening, cervical screening, and breast screening promotion
- Knowledge and experience in working with Whanau, Marae, Hapu, and Iwi
- Knowledge of other health and social services available for the Wairoa community
- Excellent organisational skills, with an ability to cope effectively with changing priorities and environment
- Excellent interpersonal skills, with an ability to liaise confidently and professionally with a wide range of people and culture
- Good time management skills - able to prioritise and set realistic goals and timeframes
- Sound written and verbal communication skills
- Experience in the use of all Microsoft suite applications and Medtech patient management system
- Knowledge with integration and co-ordination of healthcare
- Delivering health education and promotion to individuals or whanau groups

Personal Attributes:

- A high level of motivation and initiative.
- A passion to support individuals/whanau to achieve their aspirations in a positive, professional and friendly manner
- The ability to work through conflict resolutions.
- Ability to maintain confidentiality
- Honesty, integrity and reliability

Essential Key Result Areas:

Registered Nurse Competencies:

Domain 1- Professional Responsibility- This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgement by being accountable for own actions and decisions, while promoting an environment that maximises clients' safety, independence, quality of life and health.

Competencies

- 1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements

- 1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice
- 1.3 Demonstrates and understands accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others in the mobile nurse contract
- 1.4 Promotes an environment that enables whanau/client safety independence, quality of life, and health
- 1.5 Practices nursing in a manner that the client determines as being culturally safe

Domain 2 – Management of Nursing Care – This domain contains competencies related to whanau/client assessment and managing client care, which is responsive to whanau/ clients’ needs and which is supported by nursing knowledge and evidence based research.

Competencies

- 2.1 Provides planned nursing care to achieve identified outcomes
- 2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.
- 2.3 Ensures documentation is accurate and maintains confidentiality of information.
- 2.4 Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.
- 2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
- 2.6 Evaluates client’s progress toward expected outcomes in partnership with clients.
- 2.7 Provides health education appropriate to the needs of the Whanau/client within a nursing framework
- 2.8 Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.
- 2.9 Maintains professional development

Domain 3 – Interpersonal Relationships – This domain contains competencies related to interpersonal and therapeutic communication with clients. Other nursing staff and Interprofessional communication and documentation

Competencies

- 3.1 Establishes, maintains and concludes therapeutic interpersonal relationships with Whanau/client
- 3.2 Practices nursing in a negotiated partnership with the client where and when possible
- 3.3 Communicates effectively with Whanau/clients and members of the health care team

Domain 4 –Inter-Professional Health Care & Quality Improvement – This domain contains competencies to demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the inter-professional activities of the team.

To demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care by interacting effectively with whanau/staff and team members to facilitate and enhance quality client care delivery.

Competencies

- 4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care
- 4.2 Recognises and values the roles and skills of all members of the health and pastoral care team in the delivery of care
- 4.3 Participates in quality improvement activities to monitor and improve standards of nursing