



Position Description – Nurse Practitioner

Tūhoe – Te Uru Taumatua Values

Mana motuhake is our way to secure the permanence of Tūhoetana in the lives of current and future generations of Tūhoe. Seemingly, our COVID-19 experience served up greater surety on this approach. Our need then is to enable lifestyles that naturally live these virtues in our behaviours, our aspirations, our practices and our priorities. These beliefs that come from our legacy and kinship to all living things, the mutual respect we owe each to the other including the world around us. This is our context for raising responsible, resilient whānau, hapū and whārua.

Working for Tūhoe – Te Uru Taumatua

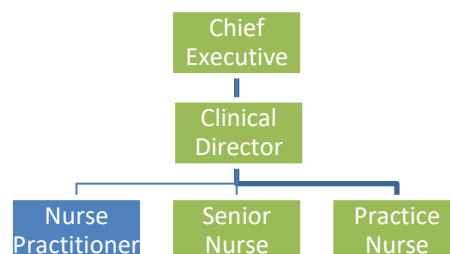
Working for Tūhoe - Te Uru Taumatua comes with a duty to bring to life the achievement of Tūhoe-Tribal goals including the standards of discipline and excellence needed to usher in the next generation of Tūhoe. As the office of the Iwi we are of course not the Iwi, we are not hapū, but we exist to serve the strengthening needs of hapū and Tribal leadership responsibility. Evenly and at all times, we serve a trinity of aims; the growth and development needs of our Tūhoe Tribal communities; the need to perpetuate an honourable past and legacy; and positioning well for the unborn future generations of Tūhoe. As such we are a kinship organisation, a culture, communities – a whakapapa; we are not a corporate entity.

About this role

The Nurse Practitioner has accountability for the delivery of expert knowledge & skills in nursing care. With practices both independently and in collaboration with the wider healthcare team promote health, prevent disease and diagnose, assess and manage people's health needs across Tūhoe Medical Centres.

As part of the general practice team, responsibilities will include working within their scope of practice, prescribing medication within the specific area of practice and demonstrate leadership as consultants and nurse educators.

Nurse Practitioners provide patient-centered, culturally appropriate and advanced holistic care to patients and whānau by working closely with the medical doctors, clinical and non-clinical team members to provide efficient, effective professional services to patients and community members. This position works across Tūhoe Medical Centres and reports directly to the Clinical Director.



KEY RESULT AREAS

Clinical Services

Demonstrate advanced clinical decision-making processes to:

- Assess the patient's health status
- Make a differential, probable and definitive diagnosis
- Implement appropriate intervention based on a systematic decision-making process
- Evaluate patient response
- Order and interpret diagnostic tests
- Prioritise and assess processes in complex situations dependent on the patients immediate or ongoing needs
- Consult or refer to other health professional appropriately

Advanced practice in direct patient care <ul style="list-style-type: none"> • Can anticipate situations and respond appropriately to manage risk in complex care situations • Be innovative in applying patient care and nursing practice • Uses their extensive knowledge base • Consults and collaborates with patient and other health professionals
Delivers patient focused care <ul style="list-style-type: none"> • Demonstrates a sound understanding of cultural differences and understands the impact of these on preferences, attitudes and incorporates these into the health management plan. • Encourages patient participation in their care and incorporates their ideas in the health management plan as appropriate • Encourages patient self-management as appropriate • Delivers information and resources in a way that enables the patient to make informed decisions • Keeps clear documentation of patient involvement and consent • Acts as an advocate for the patient within the health care team and outside agencies • Coordinates care amongst all agencies to foster delivery of seamless patient care
Provides care with confidence and practices independently <ul style="list-style-type: none"> • Makes decisions using advanced level of clinical judgement and evidence-based guidelines, within scope of practice. • Applies their knowledge which encompasses biology, pharmacology and human sciences to the specific area of practice. • Demonstrates clinical leadership • Is responsible for quality of health care and management of risk • Develops clinical standards • Develops specialist clinics e.g. wound management, pain management, disease management
Formally monitors patient outcomes <ul style="list-style-type: none"> • Evaluates patient response to treatment provided and modifies care plan as necessary • Records changes and reasoning behind care plan changes • Implements evaluation process to measure efficacy of care.
Prescribing Practice <ul style="list-style-type: none"> • Understands the legislation, contractual environment, subsidies, professional ethics and key government agencies associated with prescribing • Prescribes and administers medication within legislation, Medicines (Designated prescriber: Nurse Practitioners) Regulations 2005, Misuse of Drugs Amendment Regulations 2005, Nursing Council NZ scope and specific area of practice and according to established prescribing processes and NZ guidelines. • Understands the use, contraindications and interaction of prescription medicines and any other medicines. • Understands and recognises adverse reactions and acts to limit these • Recognises drug misuse either under or over and acts appropriately • Monitors and documents the patient's response to prescription drugs.
Health Equity
Deliver services to patients in a way that acknowledges different cultural values <ul style="list-style-type: none"> • Work to ensure that services are delivered in a culturally safe, appropriate and competent manner, ensuring that the integrity of each individual's culture is acknowledged and respected and that the particular needs of the community are catered for. • Culture may include age, gender, sexual orientation, ethnicity, culture, disability or beliefs. • Assist patients to gain appropriate support and representation from those who understand the patient's culture, needs and preference • Work with management team to develop/review health equity policy
Social Determinants

Be aware of social determinants that impact on health outcomes	
<ul style="list-style-type: none"> Understand the inequities that lead to poor health outcomes Investigate and use programmes, policies that are available to address inequities Consider alternative ways to provide services to reach vulnerable patient populations 	
Leadership	
Provides Leadership	
<ul style="list-style-type: none"> Initiates and leads professional development using legal and ethical guidelines Supports peer supervision and review of currency of practice 	
Clinical Management	
Quality	Support the recall and screening system Assist with clinical auditing
Policies	Provide advice to clinical protocols, in conjunction with medical staff to ensure that best practice is maintained and regular reviewing & updated policies is occurring
Compliance	
Health Professionals Competency Assurance Act	
<ul style="list-style-type: none"> All nurses are registered with the Nursing Council and hold current practising certificates, and practise within the scope of practice set by the responsible body. Prescribing is carried out within the limits of scope and particular area of practice. 	
Other	
Other duties	
<ul style="list-style-type: none"> The Nurse Practitioner may be asked from time to time, to perform other tasks in order to maintain the smooth and effective service of the practice. 	
IT System	
<ul style="list-style-type: none"> Accuracy of information - All information entered into the MedTech 32 system is accurate, appropriate and in accordance with agreed protocols and standards Systems Training - Participate in any MedTech 32, ACC, BPAC or other applicable training. New Patients - Set up all screening and recall programmes for new patients 	
Communications and Relationships	
<ul style="list-style-type: none"> External – Maintain professional and effective communication channels with patients/ whānau, visitors and other registered health professional organizations such as PHA, Eastern Bay of Plenty Health Alliance, Primary Health Organisation Internal – Maintain professional relationships with all staff. Ensure all staff are informed as appropriate regarding matters that they should be aware of regarding a patient. All staff issues or concerns are referred to the Clinical Director in the first instance 	
Quality Assurance	Expected Standards
Clinical Notes	Record all patient consultations in the clinical patient notes within 24 hours. Maintain register of referral services for child abuse
Professional Development/ Annual Practicing Certificate	Undertakes responsibility for own professional nursing development and to meet the minimum requirements set by the NZ Nursing Council. Maintain current registration with the NZ Nursing Council
Peer Review & Clinical Supervision	Attend regular peer review and clinical supervision meetings in accordance with the guidelines of the NZ Nursing Council.
Standing Orders	Support standing orders training and complete associated competencies held in the relevant Tūhoe Medical Centre.
Compliance	Expected Standards

Confidentiality and Privacy	Maintain total confidentiality and privacy on patients information at all times in accordance with the Privacy Act
Health & Safety	Comply with all health and safety policies with particular regard to industry specific standards such as handling of instruments, infection control, storage of drugs and disposal of sharps and other potentially dangerous equipment and substances.
Child Protection	Report suspected cases of child abuse to the appropriate authorities
Team Participation	Participate and maintain professional work-relations with the Kowarau Medical Centre Team
Health & Disability Commission	Work with the Practice Manager to ensure all nursing related complaints are dealt with in a professional and empathetic manner, within agreed time frames.
Nurse Practitioner Competencies	
<ul style="list-style-type: none"> • Flexible and professional in dealing with staff and patients. • Good time management and communication skills • Appreciation and understanding of the unique environment within a Tūhoe context. • Positive and can-do attitude and enjoys seeing the health and wellness of people and community. • Enthusiastic, warm and empathetic. • Value-based, adaptable role model. 	
Knowledge, Skills, Abilities and Experience	
Desirable	<ul style="list-style-type: none"> • Knowledge of Tūhoe Te Reo • Understanding of Tūhoe culture and/or working with Māori in the health sector in view of understanding how to communicate and deliver services in an effective and appropriate manner • Highly competent in Microsoft Office, MedTech 32, ACC and other applicable applications.
Essential	<ul style="list-style-type: none"> • Tertiary qualification in Nursing • Certified Nurse Practitioner • Advanced Assessment skills • Proven General Practice experience

Chief Executive Name:	
Signature:	
Date:	
Nurse Practitioner Name:	
Signature:	
Date:	