

# Position Description

## Lead Nurse Practitioner

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### Reports to

#### Operations Manager

*(for meeting professional performance objectives, team personnel management and service strategic plan)*

#### Clinical Director/Associate Clinical Director

*(Clinical oversight e.g. clinical issues, complaints) and service strategic plan*

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### Business Area

24 Hour Surgery Acute Area and Acute Demand

### Position Purpose:

Pegasus Health 24 Hour Surgery, a division of Pegasus Health (Charitable) Limited is a company committed to providing a high quality, twenty-four-hour service to the people of wider urban Christchurch.

The Lead Nurse Practitioner (NP) works as an expert clinician to assist patients, seeking services within the 24-Hour Surgery, to receive safe and timely care appropriate to the Nurse Practitioner's scope of advanced nursing knowledge and skills. The range of issues will be diverse and will require solutions customised to meet the needs of individuals accessing these services. This will require an innovative approach to problem-solving that is inclusive and understanding of other disciplines, team members, and services and the ability to exercise sound judgement and negotiation skills aimed at achieving people-centred outcomes.

The Lead Nurse Practitioner implements a professional career pathway that facilitates and supports transition for Registered Nurses to safely advance to the Nurse Practitioner scope of practice.

The Lead Nurse Practitioner leads the NP Team who provide advanced clinical care to enhance access and quality of care for people utilising the 24-Hour Surgery services. This is provided within an interdisciplinary model that meets the needs of patients and whānau accessing these services and aligns with the vision and values of Pegasus Health and 24-Hour Surgery.

The Lead Nurse Practitioner communicates with a variety of health professionals internally and externally to the 24-Hour Surgery, locally and nationally. This requires excellent communication and negotiation skills to ensure that appropriate and timely clinical care from a range of services is provided in a cohesive way across the care continuum.

Key deliverables include:

- Improving access to and standards of care for people accessing the 24-Hour Surgery services
  - Works as part of a team practising with honesty and integrity in all aspects of provision of care
  - Is innovative and proactive in advancing nursing practice within the 24-Hour Surgery
  - Inspires and motivates nurses in the best practice and patient centred care
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### Dimensions

Lead for current and future NP team members

Direct reports: Yes

Budget responsibility: no

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### Key Relationships

#### Internal:

All Pegasus Health staff, particularly:

- 24 HS Senior Management Team
- 24 HS Nursing Team Leaders
- 24 HS colleagues
- General Practitioners
- Director of Nursing, Pegasus Health
- Pegasus Health Nursing Team
- Nurse Practitioners, NP Interns and RN prescribers

#### External:

- ACC
  - College of Nurses Aotearoa (NPNZ)
  - Community pharmacies
  - Māori Health providers
  - Pasifika Health providers
  - CALD community
  - Pegasus Health General Practice teams
  - SI Regional Development Hub
  - St John Ambulance
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- Quality Team
- Director of Māori Hauora and Ōritetanga
- Pasifika and CALD Health Managers
- CDHB
- ED Nurse Practitioner Team Leader
- Work and Income NZ
- Clinical training agencies
- Education Providers

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## Key Responsibilities

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### High quality, advanced clinical care

- Uses advanced nursing knowledge and clinical skills to assess, diagnose and evaluate patient/ family/ Whānau needs
- Requests and interprets appropriate laboratory and diagnostic tests as necessary
- Prescribes and recommends appropriate pharmaceutical interventions/ treatments within legislative and regulatory requirements
- Communicates collaboratively and consults with medical staff, nursing and multi-disciplinary team in assessment, planning, treatment, and follow up to achieve safe, timely and best patient outcomes
- Educates and provides accurate information to patients/ family/ Whānau to improve knowledge of health/ illness, self-management and promotion of quality of life.
- Utilise current research and evidence- /informed practice to support effective decision making in the holistic: assessment, planning, treatment, and evaluation of clinical care
- Advocate on behalf of the patient, whānau, and/or colleagues as appropriate
- Effectively and safely prioritise own caseload
- Work closely with all members of the clinical team to provide clinical guidance, assistance, education, and support
- Ensure all information collected is entered and stored in accordance with relevant policy and regulations
- Prevent and manage adverse reactions/ emergencies/ crises
- Modify practice, as appropriate, to take into account the impact of the wider determinants of health, including changes to health policy and funding
- Recognises limits to own practice and consults appropriately to achieve best health outcomes

### Clinical & professional leadership

- Provide nursing leadership and mentoring of the Nurse Practitioner team
- Maintains a significant presence in the clinical area as a role model, coach and advocate
- Provide clinical supervision for colleagues including ability to provide professional feedback
- Supervise NP interns clinical and academic practice development to facilitate successful completion of the NP internship year, resulting in registration as a NZ NP
- Collaborate and lead effectively within the multidisciplinary team
- Act as a liaison between the team and the senior management of the 24-Hour Surgery.
- Actively contribute to the strategic planning and service development of the Nurse Practitioner team and RN's interested in developing skills within the realm of advanced nursing practice.
- Liaise with the Clinical Nurse Leader to identify RN training needs, and to promote relevant professional development activities.
- Assist the Operations Manager, Clinical Director/Associate Clinical Director and Clinical Nurse Leader to investigate and follow up on nurse practitioner related complaints and the monitoring of clinical standards as a part of the wider audit programme operated by the 24-Hour Surgery Audit Committee.
- Assist with organisation of and participate in clinical team meetings and in rotation represent Nurse Practitioner issues at the Senior Management Meetings.
- Work with colleagues nominated to supervise Nurse Practitioner interns.

<b>Honouring cultural diversity and addressing inequity</b>	<ul style="list-style-type: none"> <li>• Practice in a way that is deemed by tangata whenua and whānau to be culturally safe and based on the principles within Te Tiriti o Waitangi</li> <li>• Demonstrate commitment to the principles of Te Tiriti o Waitangi</li> <li>• Demonstrate commitment to addressing inequity for Māori, Pacific and CALD peoples accessing 24 HS services</li> <li>• Respect the spiritual beliefs and cultural practices of others, including colleagues</li> <li>• Demonstrate care and respect for diversity in the workplace, including care and respect for internationally trained colleagues</li> </ul>
<b>Expert advice</b>	<ul style="list-style-type: none"> <li>• Provide expert advice to 24HS leadership team</li> <li>• Act as a consultant for care and management provided in alignment with scope of practice</li> <li>• Recommend appropriate care products/therapies/interventions according to latest research and evidence</li> <li>• Act as a resource locally and nationally</li> </ul>
<b>Promote inter-professional ways of working</b>	<ul style="list-style-type: none"> <li>• Respect and value the contributions of others within the care team</li> <li>• Use an inter-professional approach when participating in multidisciplinary team meetings</li> <li>• Promote the understanding of the Nurse Practitioner contribution to care delivery</li> <li>• Collaborate across the care continuum to provide care that is regarded positively by patients and whānau who are the recipients of this care</li> <li>• Promote effective teamwork - both within the immediate team and between teams working throughout the Canterbury Health System</li> </ul>
<b>Nursing practice development</b>	<ul style="list-style-type: none"> <li>• Leads professional conduct by example and practices in accordance with legal, ethical, culturally safe and professional standards</li> <li>• Maintains and develops own clinical expertise and knowledge/ qualifications</li> <li>• Demonstrates ongoing commitment to the professional development of others</li> <li>• Actively engages in various local, regional, and national forums to promote understanding of advanced nursing roles and their contribution, facilitating career progression and succession planning</li> <li>• Relevant nursing and related research is critiqued and applied in all aspects of the role.</li> <li>• Leads and participates in clinical audit to evaluate and develop practice</li> <li>• Demonstrates skilled mentoring, coaching and teaching, including the ability to provide professional feedback</li> <li>• Participates in activities such as peer review, case review, and de-briefing activities</li> <li>• Communicates practice concerns to the person concerned, line manager and/or Director of Nursing, as appropriate</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Demonstrates personal commitment to ensuring quality service provision</li> <li>• Recognises areas of improvement and changes in practice that are required to improve healthcare standards</li> <li>• Participates in quality improvement programmes, as appropriate</li> <li>• Provides advice as appropriate regarding the development, or review, of standards of practice, protocols, and policies</li> <li>• Provides input into investigations, incidents, and reviews of clinical outcomes. Collaborates on changes and follows up as appropriate.</li> <li>• Communicates and escalates threats to quality service provision appropriately</li> <li>• Acts to identify and minimise organisational risk.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Complies with organisational health and safety policies</li> </ul>

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- Complies with all New Zealand legislation relevant to Health and Safety
  - Ensures all accidents/incidents are reported according to 24HS policy
  - Complies with health and safety policies and standards when providing care in the community
  - Communicates and escalates threats to health and safety appropriately
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#### Hours of work

- Participates in the NP roster enabling clinical cover in a way that is fair and equitable. This role combines a non-clinical component that includes the development of extended nursing pathways, education and supervision. The remaining FTE provides clinical cover by participating in the medical roster in a way that is fair and equitable.

#### Qualifications and Technical Skills:

##### Essential

- Registered as a Nurse Practitioner with the Nursing Council of New Zealand
  - Current Annual Practising Certificate
  - Current NZRC CORE Advanced certificate
  - New Zealand residency and/or current work permit
  - Current full driver's licence
  - Competent and confident user of IT systems
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##### Desirable

- Post graduate qualification in health management and or clinical teaching
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#### Experience:

##### Essential

- Be registered as a Nurse Practitioner with the Nursing Council of New Zealand, preferably with a minimum of 4 years recent clinical experience in both the urgent and primary care setting.
- Sound knowledge and understanding of medico-legal and ethical responsibilities within the acute care clinical setting, including prescribing and the Health and Disability Commissioner.
- Experience in mentoring, coaching, and informal teaching
- Experience in a leadership or management role

##### Desirable

- Experience in both acute and community health settings
- Indirect experience

#### Personal Attributes:

- Client focused and committed to the principles of Te Tiriti o Waitangi
  - Proven understanding of contributors to health inequality and driven to impact positive change
  - Proven expert clinical assessment and decision-making skills in acute health
  - Proven ability in leading a team
  - Able to articulate a vision for extended nursing roles and their function within the 24-Hour Surgery healthcare team
  - Able to apply critical thinking and problem-solving skills to develop creative, innovative, and sustainable approaches to complex situations or challenges
  - An excellent, advanced written and verbal communicator
  - Flexible, adaptable, and promotes a positive attitude within a changing environment
  - Able to act with integrity and discretion
  - Able to prioritise complex workloads
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#### Te Tiriti o Waitangi

Pegasus Health is committed to the principles of Te Tiriti o Waitangi.

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#### Pegasus Values

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At Pegasus our values guide how we interact with people within and outside of Pegasus. Our people, purpose, values and culture ensure we work successfully with communities, partners and each other and make us Pegasus Health. **Manaakitanga** underpins everything we do.

- We are **inclusive** - Every voice is important to us
- We act with **integrity** - Doing what is right
- We **connect** - Together we succeed
- We **strive** - For better everyday

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