

## Position Description

<b>Position title:</b>	<b>Plunket Nurse</b>
<b>Business unit:</b>	Operations
<b>Reports to:</b>	Clinical Leader
<b>Last review date:</b>	May 2018

*"In the first 1000 days we make the difference of a lifetime"*

## Plunket Strategy

The Plunket Strategy 2016-2021 is focused on making a difference for New Zealand children and whānau in their first 1000 days of life. To achieve this vision, we aim to be a cohesive and great national organisation grounded in evidence and best practice, with the needs of New Zealand families and whānau at the very centre of everything we do.

## Overview of the Operations Function

This role is part of the Operations team which delivers Plunket services to whanau right across New Zealand. As a member of the Operations team, which includes all of our volunteers and volunteer services, you will help families and whanau to reach their goals and contribute to national and local initiatives that improve the way we do things at Plunket. We want to make sure we're here to support families and whanau for another 100 years.

Operations team members are One Team who are skilled and passionate, who innovate to improve, who seek new ways of funding our free services and who partner with others who deliver services to families and whanau to make sure that every child in Aotearoa New Zealand has the chance to be the best they can be.

## Dimensions of the position

**Functional relationships:** *To follow are the main positions that this role will coordinate with; they are not meant or intended to be exhaustive, exclusive or limiting:*

### Internal:

- Plunket Volunteers
- Community Karitane
- Plunket Kaiāwhina
- Administration Staff
- Clinical Nurse Consultants
- Clinical Educators
- Community Services team

### External:

- External Agencies

- Other Plunket Nurses

## Key accountabilities

(Some will be unique to the position; others will be common across the organisation and level within the organisation.)

A Plunket Nurse is a Registered Nurse who has completed or is completing further specialty training in the area of Well-Child health/community child and family/whanau health promotion. The focus is on delivering a primary health care service based on the Tamariki Ora Schedule (health promotion, education, clinical assessment and whanau/family support) to child clients aged birth to approximately 5 years, and their whanau/families/caregivers.

Plunket Nurses work from a variety of community locations including clinics, homes, Marae and early childhood centres and have extensive knowledge of the communities they work in. Advanced assessment skills and knowledge of child health and development enable Plunket Nurses to provide and co-ordinate care, information, surveillance, and support appropriate to the whanau/families situation. The nature of these interventions is continuous rather than episodic, in a wellness model of health that aims to reduce inequalities of health.

Plunket Nurses act as case managers within a Plunket team and work in collaboration with volunteers and external agencies to enhance parenting capacity and child health outcomes. Practice is therefore socially defined and connects health to families/whanau and communities.

Domain	Key Concepts	Performance Indicators/Outcomes
<b>PRIMARY HEALTH CARE NURSING.</b> <b>Standard.</b> The Plunket Nurse incorporates principles of primary health care within nursing practice.	Community knowledge, using information to plan service delivery, public health policy, service provision, nursing leadership.	<ul style="list-style-type: none"> <li>• Demonstrates effective and responsible utilisation of health and service delivery resources</li> <li>• Works within a socio-ecological model of service delivery</li> <li>• Understands Plunket's health promotion and protection role in primary health care</li> </ul>
<b>CHILD HEALTH.</b> <b>Standard.</b> The Plunket Nurse provides assessment, interventions and information that supports and promotes developmental health of child populations under 5 years, in an integrated model of care.	Assessment, screening and surveillance, care planning, anticipatory guidance, safe environments, media policy, equity.	<ul style="list-style-type: none"> <li>• Assesses need based on health determinants, clinical findings</li> <li>• Uses knowledge of community and child health to plan for child health needs to be met</li> <li>• Advocates for optimal health, safety and well-being for children</li> </ul>

Domain	Key Concepts	Performance Indicators/Outcomes
<b>FAMILY/WHANAU HEALTH.</b> <b>Standard.</b> The Plunket Nurse supports and strengthens the health and well-being of families/whanau with children under 5 years of age.	Partnership, informed decisions, client's rights, role modelling, evaluating outcomes, parenting practice, high needs prioritisation.	<ul style="list-style-type: none"> <li>• Supports parents/caregivers/whanau/community to optimise child health outcomes</li> <li>• Works in a partnership model with families/whanau, enabling informed decisions to be made</li> <li>• Promotes and role models effective behaviours that have a positive impact on child health</li> </ul>
<b>PROFESSIONAL ROLE.</b> <b>Standard.</b> The Plunket Nurse accepts the responsibility of the professional speciality nursing practice role beginning at the speciality level of practice.	Legislation, standards, policies, appraisals, professional development, clinical judgement, critical reflection, recognising limits, ethical practice.	<ul style="list-style-type: none"> <li>• Works within relevant legislation, standards, policies and professional codes</li> <li>• Participates in professional development activities</li> <li>• Understands accountabilities to self, team, client and employer</li> </ul>
<b>COMMUNICATION AND RELATIONSHIP BUILDING.</b> <b>Standard.</b> The Plunket Nurse models communication and develops relationships with community groups, agencies, families, children, colleagues and volunteers for open and transparent interpersonal relationships	Communication skills, appropriate involvement of team, networking, collaborative relationships, referrals, challenging unacceptable behaviour, language level.	<ul style="list-style-type: none"> <li>• Demonstrates effective communication skills</li> <li>• Develops positive relationships with clients, team and other agencies and works collaboratively to improve child health</li> <li>• Works within scope of practice and enables others to do the same</li> <li>• Communicates with Clinical Leader about relevant practice and service delivery issues</li> <li>• Refers to para-professionals and external agencies</li> </ul>
<b>CULTURALLY EFFECTIVE PRACTICE.</b> <b>Standards.</b> The Plunket Nurse demonstrates recognition and respect for the unique and diverse make-up of families, and the ability to adapt services and practice to meet their needs.	Respect, diverse realities, integrating Te Tiriti o Waitangi into practice, skillmix, prioritising resources for Maori, cultural networks, appropriate practices for unique families.	<ul style="list-style-type: none"> <li>• Knows how the Treaty of Waitangi relates to practice</li> <li>• Demonstrates respect of diverse values and cultural beliefs</li> <li>• Communicates effectively with clients from differing cultural backgrounds</li> <li>• Demonstrates commitment to addressing health inequities related to specific cultural groups</li> <li>• Uses appropriate processes and approaches in service delivery</li> </ul>

Domain	Key Concepts	Performance Indicators/Outcomes
<b>HEALTH PROMOTION.</b> <b>Standard.</b> The Plunket Nurse participates in advocacy, facilitation of group processes and building collaborative relationships to influence local and national decision-makers for healthy child and family policy.	Participation, collaborative programmes, health determinants, advocacy. Lobbying, community involvement	<ul style="list-style-type: none"> <li>• Uses the principles of health promotion in service delivery</li> <li>• Works to improve social connectedness and build social capital</li> <li>• Prioritises interventions to promote equitable outcomes for communities and populations</li> </ul>
<b>RESEARCH AND QUALITY IMPROVEMENT.</b> <b>Standard.</b> The Plunket Nurse improves practice through peer review, open investigation, research analysis and formal processes.	Research utilisation, service review, documentation, reporting requirements, statistical information, evidence-based practice.	<ul style="list-style-type: none"> <li>• Uses evidence based information in practice wherever possible</li> <li>• Provides written reports and completes other documentation as required</li> <li>• Demonstrates inquire based practice including reflection, critique, analysis and evaluation</li> </ul>
<b>HEALTH EDUCATION.</b> <b>Standard.</b> The Plunket Nurse facilitates opportunities to learn in a range of contexts, developing individual, group and community knowledge and skills to optimise child and family health.	Health teaching, resources, education methods, health education programmes, evaluation.	<ul style="list-style-type: none"> <li>• Utilises appropriate resources in service delivery</li> <li>• Provides education for individual clients and other groups as required</li> <li>• Demonstrates use of a variety of education strategies appropriate to client level of understanding</li> </ul>

### Health & Safety

- Manages own personal health and safety, and takes appropriate action to deal with workplace hazards, accidents and incidents
- Ensures own and others' safety at all times and observes health and safety practices in all workplace activities
- Understands the responsibility individuals and their manager play in health and safety; training is up-to-date and can demonstrate actions in an emergency situation that are specific to the workplace and are designed to keep individual safe
- Complies with relevant safety legislation, policies, procedures, safe systems of work and event reporting
- Identifies and reports all incidents, accidents, and near misses in accordance with policy

### Position description and scope of duties

The job holder is expected to perform such other duties as can reasonably be regarded as incidental to the position description, and such other duties reasonably within their experience and capabilities as may be from time to time assigned following consultation.

Once appointed a programme of work will be developed with the appointee that will set out the specific tasks and time frames to achieve the key deliverables for this position. Progress will be monitored through Plunket's Performance and development programmes.

## Person Specification

### Knowledge, Skills and Experience (including Technical Competencies)

#### Qualifications

- Current Annual Practicing Certificate
- Registered General and Obstetric Nurse or Registered Comprehensive Nurse.

#### Skills & experience

- Has relevant child health nursing qualification or is prepared to undertake education relevant to the role.

#### Other requirements

- Current full drivers licence and willing and able to drive a manual and automatic Plunket car.
- Commitment to practising in manner that reflects the principles of the Treaty of Waitangi.
- Commitment to health and wellbeing of children and their families/whanau.
- Ability to work effectively and collaboratively as a member of a team.
- Interpersonal skills that facilitate positive relationships.
- Ability to practise autonomously and to work cooperatively with health team and external agencies.
- Ability to communicate using oral and written skills.
- Basic knowledge of working with diverse cultures.
- Holistic assessment skills.
- Experience in delegation and supervision of para-health professionals.
- Understands population health issues, community health issues, contexts and practices.

### Competencies

#### ACE-Ability

Plunket's behavioural competency model is made up of three dimensions of personal behaviour - Connection to Plunket, Adaptability and Emotional Maturity.

#### Adaptability

##### Thinking

- Is comfortable with complexity - understands alternative worldviews
- Can see beyond face value to identify new, sustainable opportunities
- Keeps perspective and is pragmatic and solutions focused
- Able to accept and work with ambiguity and change

##### Interpersonal

- Is committed and capable of expanding professional/social networks
- Is strong enough to confront and deal with difficult people/issues
- A self-starter who can support and motivate key managers and staff

#### Connection to Plunket's Direction

- Has a high level of energy and commitment to achieving Plunket's vision
- Has a broad range of engagement
- Is committed to adapting and improving their own practice
- Is committed to growing the business and developing relationships

**Emotional Maturity**

- Is non-reactive and objective and maintains a high level of integrity
- Understands the degree of influence in their role
- Understands own limitations