Position Description

plunket
whānau āwhina

Position title:	Plunket Nurse
Business unit:	Operations
Location:	
Reports to:	Clinical Leader Operations Manager

"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.

Business Unit overview

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.

Purpose of position

To provide family/whanau-based well child health care that incorporates the Standards for Plunket Nurse Practice, Royal New Zealand Plunket Society, 5th Edition, March 2003 and achieve well child targets as out lined in the "The Well Child Framework" and Plunket contractual requirements.

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 Kaiawhina
Administration Staff
Clinical Advisors
Clinical Educators

External: External agencies
Other Plunket Nurses

Scope of practice

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.

Key accountabilities

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

Domain	Key Concepts	Performance Indicators/Outcomes
PRIMARY HEALTH CARE NURSING. Standard. 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.	• Demonstrates effective and responsible utilisation of health and service delivery resources • Works within a socio-ecological model of service delivery • Understands Plunket's health promotion and protection role in primary health care
CHILD HEALTH. Standard. The Plunket Nurse provides assessment, interventions and information that support and promote 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	• Assesses need based on health determinants, clinical findings • Uses knowledge of community and child health to plan for child health needs to be met in collaboration with Primary Health team. • Advocates for optimal health, safety and well being for children

Domain	Key Concepts	Performance Indicators/Outcomes
FAMILY/WHANAU HEALTH. **Standard.** 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.	• Supports parents/caregivers/whanau/community to optimise child health outcomes • Works in a partnership model with families/whanau, enabling informed decisions to be made • Promotes and role models effective behaviours that have a positive impact on child health
PROFESSIONAL ROLE. **Standard.** The Plunket Nurse accepts the responsibility of the professional nursing practice role.	Legislation, standards, policies, appraisals, professional development, clinical judgement, critical reflection, recognising limits, ethical practice.	• Works within relevant legislation, standards, policies and professional codes • Participates in professional development activities • Understands accountabilities to self, team, client and employer
COMMUNICATION AND RELATIONSHIP BUILDING. **Standard.** 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.	• Demonstrates effective communication skills • Develops positive relationships with clients, team and other agencies and works collaboratively to improve child health • Works within scope of practice and enables others to do the same • Communicates with Clinical Leader about relevant practice and service delivery issues • Refers to para-professionals and external agencies
CULTURALLY EFFECTIVE PRACTICE. **Standards.** 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.	• Knows how the Treaty of Waitangi relates to practice • Demonstrates respect of diverse values and cultural beliefs • Communicates effectively with clients from differing cultural backgrounds • Demonstrates commitment to addressing health inequities related to specific cultural groups • Uses appropriate processes and approaches in service delivery

Domain	Key Concepts	Performance Indicators/Outcomes
HEALTH PROMOTION. Standard. 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	• Uses the principles of health promotion in service delivery • Works to improve social connectedness and build social capital • Prioritises interventions to promote equitable outcomes for communities and populations
RESEARCH AND QUALITY IMPROVEMENT. Standard. 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.	• Uses evidence based information in practice wherever possible • Provides written reports and completes other documentation as required • Demonstrates inquire based practice including reflection, critique, analysis and evaluation
HEALTH EDUCATION. Standard. 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.	• Utilises appropriate resources in service delivery • Provides education for individual clients and other groups as required • Demonstrates use of a variety of education strategies appropriate to client level of understanding

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.

Core Competencies

Cultural Awareness
Role models Plunket's constructive culture. Demonstrates sound understanding of the cultural dynamics of Plunket's environment. Encourages cultural diversity. Remains non-judgmental and is tolerant of behavioural differences in others.

Future Focused
Understands and believes in Plunket's strategic direction and aligns area/team based activities accordingly. Scopes, assesses and makes effective decisions for the good of the team and wider organisation. Demonstrates strategic thinking and identifies new ways of working. Maintains a flexible working style to achieve strategic and area/team goals and activities.

Global View
Understands the relationship between local activities and Plunket's global strategies. Recognises cultural diversity and its implications. Modifies behaviours to ensure appropriates when dealing with people from different cultures.

Leadership and Innovation
Actively seeks out and is prepared to try out new and innovative solutions. Demonstrates self-awareness. Energises and inspires team(s) towards a common goal. Fosters an environment of knowledge sharing

Open Communication
Articulates fluently in all types of situations; including complex issues; checks that the intended message or idea has been correctly understood. Is able to express complex ideas clearly in writing and verbally, and in situations which are of significance to Plunket, considers the wider implications of anything put in writing. Must also be able to be seen as credible to those interacting with the role.

Team work
Actively promotes a friendly climate, good morale, co-operation which enables the team to achieve its results. Resolves conflict by encouraging or facilitating a beneficial resolution – does not hide it or avoid the issue. Promotes/protects team reputation with outsiders. Promotes accountability for ones actions.

Other 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 and can think beyond the operational
- Can look beyond face value to see possibilities from different angles and viewpoints
- Keeps perspective
- Accepts and able to work with ambiguity and change

Interpersonal

- Is committed and capable of initiating and broadening professional and social networks
- Holds courage to face and deal with difficult people and issues

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

Emotional Maturity

- Is non-reactive and objective
- Understands the degree of influence in their role
- Understands own limitations