

Position Description

Position Title:	B4 School Nurse
Function:	Operations
Reports to:	Clinical Leader
Last review date:	March 2023

“In the first 1000 days setting the path of wellness in our communities, for generations to come ”

Plunket Strategy

We are committed to our vision for our tamariki and whānau and the future, and most importantly, to our goals of Pae ora and delivery of all our services equitably by 2025.

Our strategy is the guiding kaupapa for Whānau Āwhina Plunket. It sets out vision, goals and priorities for the coming five years, and the uara (values) we will hold close: māia, māhaki, tūhono and manaaki. Our strategy also reaffirms our commitment to Te Tiriti o Waitangi as our foundation.

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.

Purpose of the Position

The purpose of the position is to deliver a primary health care service (B4 school assessment) based on the Tamariki Ora Schedule (health promotion, education, clinical assessment and Whānau/family support) and the B4 School Contract to four year old children and their whānau /families/ caregivers.

The B4 School Nurse works 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 enables the nurse to not only provide

the B4 School checks, but also provide information, surveillance, and support appropriate to the whanau/family's situation.

B4 School Nurses work in collaboration PHO's, Plunket nurses and external agencies to enhance parenting capacity and child health outcomes. Practice is therefore socially defined and connects health to families/whanau and communities.

Dimensions of the position

Responsible to:	Clinical Leader/B4 School Coordinator
Responsible for:	Nil
Delegations:	The position's full delegations are set out in the Schedule of Delegations and may be amended from time to time.
Functional relationships:	<i>To follow are the main positions that this role will coordinate with; they are not meant or intended to be exhaustive, exclusive or limiting:</i>

Internal:

- Plunket Nurses
- Plunket Kaiawhina
- Community Karitane
- Volunteers
- Clinical Services Manager
- Clinical Leaders

External:

- Well Child providers
- Public Health services
- National Child Safety Advisor
- ECE's, preschools and kindergartens
- Relevant community agencies.
- Plunket Clients/parents and caregivers

Key accountabilities

Domain	Key Concepts	Performance indicators/outcome
PRIMARY HEALTH CARE NURSING. Standard. The B4 School 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">• 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

Domain	Key Concepts	Performance indicators/outcome
CHILD HEALTH. Standard. The B4 School Nurse provides assessment, interventions and information that support and promote developmental health of 4 year old child populations, in an integrated model of care.	Assessment, screening and surveillance, anticipatory guidance, safe environments, media policy, equity, referral and follow-up.	<ul style="list-style-type: none"> 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
FAMILY/WHANAU HEALTH. Standard. The B4 School Nurse supports and strengthens the health and well-being of families/whanau with 4 year old children.	Partnership, informed decisions, client's rights, role modelling, evaluating outcomes, parenting practice, high needs prioritisation.	<ul style="list-style-type: none"> 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 B4 School Nurse accepts the responsibility of the professional nursing practice role.	Legislation, standards, policies, appraisals, professional development, clinical judgement, critical reflection, recognising limits, ethical practice.	<ul style="list-style-type: none"> 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 B4 School 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"> 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 Co-ordinator about relevant practice and service delivery issues Refers to para-professionals and external agencies

Domain	Key Concepts	Performance indicators/outcome
CULTURALLY EFFECTIVE PRACTICE. Standards. The B4 School 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"> • 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
HEALTH PROMOTION. Standard. The B4 School 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"> • 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 B4 School 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"> • 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 B4 School 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"> • 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

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

Experience, knowledge and skills (including Technical Competencies)

Essential

- Registered General and Obstetric Nurse or Registered Comprehensive Nurse.
- Current Annual Practising Certificate.
- 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.
- Current full drivers licence and willing and able to drive a manual and automatic Plunket car.
- Ability to communicate using oral and written skills.
- Basic knowledge of working with diverse cultures.
- Holistic assessment skills.

Preferred

- Understands population health issues, community health issues, contexts and practices.
- Experience with working in a community health setting

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