



## Position Description

<b>Position title:</b>	Education Support Theatre	<b>Date:</b>	January 2024
<b>Reports to:</b>	Hospital Education Lead	<b>Department:</b>	Theatre
<b>Number of reports:</b>	Direct: Total (include indirect):	<b>Location:</b>	
<b>Delegated financial authority:</b>	NA	<b>Budget ownership:</b>	Yes/No
<b>Level of influence:</b>	Leading self Leading others		

## Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
<b>To help people live their best lives by reimagining healthcare.</b>	<b>To advance the provision of quality healthcare in Aotearoa New Zealand.</b>

## Values and Behaviours

**Teamwork:** We will work together because we know that a strong team will always outperform strong individuals.

**Responsibility:** We will take ownership and pride in our work. We will act with integrity and be accountable for our behaviour.

**Respect:** We will act fairly in a culture of mutual trust and respect.

**Aspiration:** We will aspire to be the best we can be. We will recognise and celebrate success.

### Role Purpose

The purpose of this position is to effectively support the delivery of peri-operative surgical care, to assist in clinical staff development and provide clinical support throughout the Theatre areas.

This position will work with the Theatre Clinical Nurse Leads and Coordinator to actively support the Theatre Services Manager, and Hospital Manager to achieve the strategic goals of Southern Cross Hospitals.

This position is part of the Education team and makes a significant contribution to the overall clinical services delivery of the hospital, to ensure the business retains a position within the healthcare market and can respond positively and effectively to competition.

### Key Relationships

#### Internal

- Nurse Manager Theatre Services
- General Manager
- Nurse Manager Patient Services
- Patient Services/DSU Team Leaders/  
Clinical Resource Nurses/Clinical Nurse Specialists
- Infection Prevention & Control Advisor
- Health and Safety Advisor
- Quality Manager
- Medical Specialists
- Support Services Manager
- Facilities Manager
- Supply Chain Manager
- Administration Team
- Clinical Nurse Consultants (Peri-operative and Ward)
- Nurse Consultant Learning & Development
- National NETP & PDRP Coordinator
- Director of Nursing
- National Office Resource Team

#### External

- DHB NETP Coordinator
- External Education Providers
- Company Representatives

### Key Accountabilities

**General**

- To contribute to, and support the clinical team
- The strategic vision and goals are achieved as outlined in the hospital business plan, within the context of the wider Southern Cross Healthcare network
- The hospital's culture is positioned to meet the challenges of the modern healthcare environment
- The hospital maintains excellent skills and staff competency within a competitive market
- Actively promotes Hauora Māori (Māori healthcare) by role modelling the 5 principles of Tiriti o Waitangi applicable to the wider health and disability system as a whole (Tino Rangitiratanga, Equity, Active protection, Options, Partnership)
- Recognises the diversity of the Southern Cross Healthcare workforce and the attributes and skills they bring with them when planning and delivering training and education
- Promotes an environment that contributes to ongoing demonstration and evaluation of competencies
- Role models excellence in professional nursing practice

**Clinical**

- Provides specialist nursing skill and expertise in peri-operative surgical care
- Supports staff in the provision of peri-operative surgical care
- Liaises with the Theatre Manager and Team Leaders to develop protocols and guidelines relevant to the peri-operative environment
- Maintains excellent working relationship with National Office clinical advisors regarding policy and procedure development
- Participates in the development of innovative clinical specialist groups to lead the achievement of excellence in nursing

**Quality**

- To assist the provision of quality, cost effective care in conjunction with the clinical team to meet the service expectations and patient care needs
- Actively promotes and enhances the hospital's commitment to Continuous Quality Improvement both at local and national levels
- Has a clear understanding of the Ngā Paerewa Health & Disability Services Standard
- Works closely with Clinical Nurse Leads and Service Managers, to review the quality plans and participates in the SQRM team as and when required
- Has a clear understanding of the multidisciplinary team of the hospital
- Recognises and values the achievements of the hospital team
- Actively promotes the integration of Te Tiriti o Waitangi into clinical practice and provision of patient care

**Education**

- To assist with the development and delivery of clinical education
- Liaises with the Theatre Manager following performance reviews to identify the learning needs of the Theatre Team
- Assists with the development of a staff education plan that reflects the learning needs for Theatre staff
- Assists with the delivery of the staff training and education plan regarding issues related to peri-operative surgical care, and emergency management in the peri-operative environment
- Proactively develops and promotes a learning environment for all staff

**Policy Development & Review**

- To take responsibility for ensuring the clinical guidelines for pre and post-operative surgical care reflect best practice and are compliant with Ngā Paerewa Health & Disability Services Standard
- Manages and contributes to the review and/or development of local and/or National policies and protocols ensuring they are underpinned by best practice, in order to ensure compliance with Ngā Paerewa Health & Disability Services Standard
- Contributes to National projects, guidelines, policy development where appropriate

- Liaises with the Local and Network Librarian and Document Management Committee
- Identifies risk that could limit delivery and excellent quality healthcare in the hospital and assists with the development of appropriate action plans that are operational and cost effective to the organisation

### **Health, Safety and Wellbeing**

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

### **Commitment to the principles of Te Tiriti o Waitangi**

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

### **Commitment to Diversity, Equity and Inclusion (DEI)**

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

### **Commitment to Environment, Social and Governance (ESG)**

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.
- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

## **Role Requirements**

### **Experience and skills required:**

- 5 years recent post-graduate experience in a surgical hospital environment
- Clinical teaching experience
- Excellent communication skills
- Knowledge of computer systems to an intermediate level
- Proven expertise within a surgical hospital environment

### **Education and qualifications required:**

- Registered Nurse
- A post graduate qualification in peri-operative nursing or related discipline or working towards one
- PDRP: Proficient level

### **Education and qualifications desirable:**

- PDRP: Expert level

## Leadership Attributes

### Human Centred Leadership

- Empathy
- Adaptability
- Connection

### Performance Coach

- Accountability
- Engagement
- Collaboration

### Change Enabler

- Execution
- Energy
- Contribution