

POSITION DESCRIPTION

Registered Nurse Prescriber in Primary Health and Specialty Teams

NAME:

REPORTS TO: Group Operations Manager
GP Clinical Lead

FUNCTIONAL RELATIONSHIPS WITH:

Internal: Practice Nurse Team Leads at each THG site
Administration Manager
Finance Manager
Senior Administrators
All THG Staff
Dannevirke Community Hospital & Allied health staff
THG Community Nurses and Speciality Nurses

External: Patients, their family/whanau/significant others
Clinical networks;
Health Care Development
Iwi/Maori health providers
Laboratory
Radiology
Secondary Care health services
Emergency Department
Outpatient services
District Nursing service
Physiotherapist
Central PHO staff
Non-government organisations
Aged residential care

MAIN PURPOSE OF THE ROLE:

The main objective of the role is to improve access to primary care, and complement the roles of health professionals, also to increase availability of commonly prescribed medicines to the Tararua population in a timely and safe manner, within the General Practice Setting.

The Registered Nurse Prescriber is an expert nurse working within the collaborative General Practice team, at the highest level within the Registered Nurse scope of practice. They are a Registered Nurse with the additional endorsement from the New Zealand Nursing Council to be a designated prescriber within the Registered Nurse scope of practice.

The Registered Nurse Prescriber may prescribe for a discreet list of conditions, and must adhere to a specific list of medicines published by the New Zealand Nursing Council. The increased assessment knowledge of the Registered Nurse Prescriber will also allow for management of conditions within a known diagnosis, such as hypertension, diabetes and

gout. The Registered Nurse Prescriber has limited permission to independently diagnose, for example only minor ailments that can be confirmed by simple diagnostic tests.

Within the general practice setting, the RNP will work from a clinical template with 30-minute consultations. The appointments will be filled by clinicians only via triage or following an initial consultation with a clinical staff member. There will be a combination of acute and booked appointments available each day.

In order to allow collaboration and support of the RNP, there will be two 15-minute appointment slots per day, marked on an authorised prescriber's template to allow time for discussion or review.

There will be 30 minutes per week provided for peer review.

THE REGISTERED NURSE PRESCRIBER (RNP) WILL:

- RNP will work in collaboration with authorised prescribers to support safe prescribing practice, as legally required
- Provide comprehensive client consultations in collaboration with the general practice team
- Prioritise, initiate and provide clinical management/treatment based on patient presentation, within the RN scope of practice and following the Nursing Council guidelines for Registered Nurse Prescribers, in collaboration with an authorised prescriber. They will seek appropriate direction, clinical input and clinical supervision as required
- Work with the general practice team, individuals, families/whanau, community-based services and other health professionals to ensure goals are met and best outcomes are achieved within the available resources to deliver the highest standard of care possible
- Delegate work to other members of the GPT as is appropriate

KEY PERFORMANCE OBJECTIVES:

Demonstrates professional responsibility through advanced nursing practice delivered to the highest possible professional standard:

Expected results:	<ul style="list-style-type: none">▪ Clinical expertise is maintained and speciality knowledge is continually updated▪ Limitations to practice within the RNP scope are recognised▪ The Health and Disability Sector standards, DHB contractual requirements and other relevant legislation are understood and adhered to▪ Provide advanced nursing practice incorporating expert knowledge, skills and clinical decision making whilst providing collaborative health care services▪ Uses advanced skills and advanced clinical decision-making processes to assess, make differential and definitive diagnosis, plan care that includes consideration of age, pathophysiology, implement interventions inclusive of prescribing and evaluate outcomes.
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	<ul style="list-style-type: none"> ▪ Data collection and assessment processes are appropriate for the clients immediate and/or on-going needs ▪ Barriers to service delivery/client satisfaction are identified and appropriate action is taken ▪ Refers to appropriate resource centres and support agencies ▪ Coordinates/attends interdisciplinary team meetings and relevant clinical meetings ▪ Provides accurate information and educates patients/clients/family/whanau to improve knowledge of disease/illness to enable their participation in planning and goal setting for self-management prevention of complications and promotion of recovery. ▪ Provides consistent best practice treatment for patients ▪ Monitors outcome of care and take appropriate action through use of best practice and protocols
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Works collaboratively to provide advanced nursing care:

<p>Expected results:</p>	<ul style="list-style-type: none"> ▪ Demonstrates advanced clinical decision-making processes within known diagnoses, and with common conditions as per Nursing Council guidelines for RN prescribers. ▪ Health status is assessed utilising a nursing model/framework underpinned by the values and knowledge of Best Practice principles and congruent with the values of THG organisation ▪ Delivers patient focused care at all times ▪ Work in collaboration with an authorised prescriber to ensure prescribing safety and advanced assessment if required ▪ Implement appropriate intervention based on a systematic decision-making process ▪ Evaluate response to treatment ▪ Order and interpret appropriate diagnostic tests ▪ Consult or refer to other health professionals appropriately ▪ Keeps clear and precise documentation of all assessments, plans and outcomes within the appropriate confidential clinical file keeping of the THG organisation. ▪ Records the reasoning for any changes made to patient care plans.
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Prescribing practice will be safe and appropriate:

<p>Expected results:</p>	<ul style="list-style-type: none"> ▪ The RNP may only prescribe following a face-to-face assessment (may include video consultation) ▪ May only prescribe from the New Zealand Nursing Council published list of medicines, for common conditions ▪ Guidance for prescribing may be sought from an authorised prescriber
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	<ul style="list-style-type: none"> ▪ Has an understanding of the legislation that underpins Nurse prescribing ▪ Understands the use, contraindications and interactions of prescribed medicines and any other medicines ▪ Understands and recognises adverse reactions and acts to limit these ▪ Recognises drug misuse and acts appropriately ▪ Prescribes medicines under his/her own name and Nursing Council number, using the appropriate electronic or hardcopy method provided by the THG ▪ The RNP may NOT issue a verbal order to another clinician for the administration of any medicine
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Provides professional clinical leadership:

Expected results:	<ul style="list-style-type: none"> ▪ Participates in the development and implementation of THG goals and values ▪ Supports the ongoing professional development of the nursing team ▪ Role models excellence in clinical professional practice ▪ Contributes to case reviews, debriefing and staff coaching using clinical experience to facilitate learning ▪ Provides constructive evaluation ▪ Formulates working relationships across the primary/secondary interface to promote continuity of care ▪ Works in collaboration with the nursing team and multidisciplinary team to develop a workforce and culture that fosters the provision of positive patient/client outcomes. ▪ Works with all of the teams in the service to ensure that the expectations are met ▪ Work with other services/health providers to enhance the skill and knowledge of nursing caring for people across the lifespan
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Inter-professional health care and quality improvement:

Expected results:	<ul style="list-style-type: none"> ▪ Best practice principles and protocols are adhered to ▪ Up to date with professional issues in order to challenge scope of practice and professional standards ▪ Provides support and assistance to Practice Nurses, GP's and allied health teams across THG
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Education and clinical teaching related to Primary Health Care:

Expected results:	<ul style="list-style-type: none"> ▪ Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patients/client care ▪ Identifies and addresses learning needs across THG ▪ Role models and maintain own clinical expertise ▪ Provides expert advice and best practice recommendations to staff across THG
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	<ul style="list-style-type: none"> ▪ Supports nursing practice to ensure acute care is delivered appropriately ▪ Identifies barriers to patient/client, family or whanau care ▪ Acts as a clinical resource for all clinical staff ▪ Participates in critical incidents debriefing
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Professional development and clinical competency:

Expected results:	<ul style="list-style-type: none"> ▪ Practices in accordance with best practice legal, ethical and professional standard ▪ Maintains a portfolio and submits for formal audit annually as required by the Nursing Council of New Zealand to maintain the endorsement to prescribe ▪ Proactively participates in own annual performance development and review ▪ Establishes annual goals, objectives, performance targets and strategies to meet these ▪ Maintains own clinical expertise and knowledge in PHC and allows opportunities for sharing knowledge with the team ▪ Attends educational opportunities to enhance and build on knowledge base relevant to role and scope of practice
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Culturally sensitive practice:

Expected results:	<ul style="list-style-type: none"> ▪ Shows understanding of and commitment to the principles of the Treaty of Waitangi (partnership, protection, participation) and the importance of Te Whare Tapa Wha (the four cornerstones of health) Te Taha Wairua (spiritual aspects) Te Taha Hinegaro (mental and emotional aspects) Te Taha Whanau (family and community aspects) and Te Taha Tinana (physical aspects) ▪ Recognises culturally appropriate and safe practice in the nursing workforce and assists in initiatives developed to reduce inequalities and positively impact on Maori health status ▪ Assists in projects to improve health outcomes for Maori
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Comply with relevant legislation and organisational policies and procedures:

Expected results:	<ul style="list-style-type: none"> ▪ Maintain a working knowledge of organisational policies and procedures relevant to the role ▪ Maintain the security and confidentiality of patient's health information ▪ He/she will be aware of the necessary compliance and legal requirements in regard to prescribing practice; and will maintain his/her annual practicing certificate and annual endorsement to prescribe
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Qualifications and experience:

1. New Zealand Registered Nurse with current annual practicing certificate
2. Post-graduate diploma in Registered Nurse Prescribing
3. Completion of the annual recertification audit set by Nursing Council of New Zealand, and be able to show evidence of the endorsement to prescribe

Skills and attributes:

1. Committed to improving the quality of care and service delivery for people presenting for health care, in a client centred, culturally safe, creative and innovative manner
2. Articulates an understanding of, and a compelling vision for how the role will be operationalised including an awareness of both organisational and professional boundaries
3. Presents as a professional mature, confident and solution orientated clinician
4. A 'grower' of other knowledge and skills
5. High level computer literacy skills including use of clinical information systems
6. Proactive - utilises own strengths and self develops areas of deficit
7. Excellent written and verbal communication skills
8. Excellent time management and prioritisation ability

Administration:

Administration time will be allocated to the Registered Nurse Prescriber on a weekly basis to enable adequate time for actioning referrals and addressing laboratory results

Other Duties:

Hours of work are those set out in the employment agreement, however, there may be times when you are requested to perform job-related tasks other than those specified
THG staff members are responsible for ensuring a quality service is provided in their area of expertise. This includes involvement in quality activities and the identification of areas of improvement

The Registered Nurse Prescriber will be available to work across all THG general practice and community clinic settings (including home visitations), in collaboration with an authorised prescriber.