

Position Description | Te whakaturanga o mahi Te Whatu Ora | Health New Zealand

Title	Clinical Nurse Specialist – Peritoneal Dialysis		
Reports to	Charge Nurse Manager		
Location	Otago/Southland		
Department			
Direct Reports	N/A		Total FTE
Budget Size	Opex		Capex
Delegated Authority	HR	N/A	Finance
Date	November 2022		
Job band (indicative)			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. To guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and

behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>"As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all"</i>
Whanaungatanga	We are a team, and together a team of teams	<i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānau, we are the workforce - kaimahi hauora"</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the role

The primary purpose of the role is to:

To utilise specialist nursing knowledge and skills to provide patient focused care and co-ordination to those receiving Peritoneal dialysis throughout Te Whatu Ora, Southern, across a variety of clinical settings.

The goal is to optimise the patients' journey, improve health outcomes and ensure an excellent quality of care is provided.

To provide peritoneal dialysis education and training to patients / whanau requiring this modality.

To maintain and enhance the professional standards of nursing and participate as an effective member of the wider Te Whatu Ora organisation.

The position of Clinical Nurse Specialist – Peritoneal Dialysis encompasses the following major functions or key result areas:

- Clinical Case Management – Community Focus
- Patients & family education and support
- Clinical Education and support to Nursing team and other staff
- Communication and Teamwork
- Quality Improvement and Assurance
- Professional Development
- Te Tiriti o Waitangi

- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes / Performance Indicators – Position Specific
Clinical Case Management	<ul style="list-style-type: none"> • Utilise a case model framework to ensure that care is coordinated and that there is evidence of continuous monitoring and on-going assessment of the patient’s clinical, functional and psychological status. • Liaise with Renal Physicians, pre-dialysis educator / dialysis access coordinator and multidisciplinary team to ensure patient transition to Peritoneal Dialysis (PD) is well planned. In collaboration with pre dialysis educator assist with dialysis education. • Evaluate all new patients referred for PD; undertake nursing and risk assessments regarding suitability for PD. Assess home environment in regard to appropriateness for PD and resolve potential barriers and risks through appropriate referral. Ensure patients and whanau are well informed. • Provide Nurse led clinics for pre-operative requirements and perform specialist assessments as follows: <ol style="list-style-type: none"> i) Determine optimal incision site for PD catheter. ii) Bowel assessment and education to ensure catheter patency. iii) Assess adult education learning style to optimise patient learning experience and to enhance health literacy. iv) Involve the patient and whanau in the formation of their treatment plan and gain consent for treatments as appropriate. • Work collaboratively with the vascular access coordinator and surgical team to optimise the PD catheter insertion process. Provide post-operative follow up and plan of care. • Attend vascular access meetings to review and reprioritise the prospective theatre list and patient training schedule to better meet the changing needs of the patient/whanau and discuss dialysis access nurse and Renal Physicians. • Provide structured guideline-based PD training to patients and their whanau. • Assess any need for acute patient review and hospitalisation. As required facilitate admission, assess the patient while in hospital, and collaborate with MDT regarding therapy options and discharge planning to ensure there is safe continuity of care and progression toward optional outcomes for the patient and whanau. • During work hours be the primary contact point for PD patients and their whanau. Dunedin position will provide support to Otago based patients and Southland position to Southland based patients.

	<ul style="list-style-type: none"> • Provide acute cover for the other PDNS role in the advent of leave. • Coordinate with MDT input as appropriate to manage patient concerns and revise patient care plan. . • Provide regular home-based visits to assess patients, provide on-going education and support to caregivers and for assessment and management of dialysis supplies. • Specialist PD nursing knowledge and nursing assessments include: <ul style="list-style-type: none"> - exit site assessment and grading. - fluid and body weight assessment - audit of bag change procedure and APD set up. - Kt/V & PET studies to assess dialysis adequacy and recommend changes to dialysis prescription using dialysis modelling software. - Review dialysis therapy via Sharesource application and discuss therapy concerns and changes with Renal Physicians to optimize patient outcomes. - Attend monthly blood meeting in order to review care plan and current medication regime. - Attend PD clinics with Renal Physician - Ensure 6 monthly line extension management is maintained for the life of the PD catheter. • Ensure that a comprehensive, multidisciplinary treatment plan is developed and updated which includes standards of care, risk management, patient, and family / whanau expectation, learning needs, medical management requirements and discharge plans. • The patient is viewed within the context of his / her family/whanau environment and community and plans of care are reflective of this.
<p>Patient & family education and support.</p>	<ul style="list-style-type: none"> • Provision of education with a wellness focus for patient, family/whanau, and other providers on the nature of ESRF and Peritoneal Dialysis. • Provide instruction and education regarding patient's health problems, reinforce existing knowledge regarding modality options and response to illness. Provide CAPD / APD training for patients and/ or their families/whanau utilizing unit specific and dialysis provider education manuals. • Ensure that patient training manuals are current, evidence based and support adult education learning needs. • Continually assess, teach, evaluate and reinforce the knowledge of the patient and family in an effort to minimize dependence and to encourage self-determination with health cares. • In collaboration with the Social Worker provide emotional support and encouragement for the patient and family as required whilst still working within the RN scope of practice. • Provide urgent and crisis management support to patient and family when required
<p>Provide clinical leadership to nursing team and other staff.</p>	<ul style="list-style-type: none"> • Act as a nursing resource providing timely, current, research-based information and clinical advice to nursing staff and other health care professionals within the scope of

	<p>specialty practice.</p> <ul style="list-style-type: none"> • Provide support and education to nursing staff caring for renal patients. • Role model positive and professional behaviour in all relationships and contribute to the development of a cohesive, positive and professional working environment. • Foster harmonious inter-personal relationships and effective communication. • Identify issues of ethical concern and assist staff in addressing these. • Support and assist in the orientation of new staff to deliver PD • Meet regularly with the Charge Nurse Manager of the service to ensure issues are identified and resolved and that new initiatives are progressing according to agreed time-frames. • Promote cost effective use of resources. • Participate in strategic and operational planning processes related to the service. • Establish and maintain local, regional and national networks. • Represent the specialty nursing perspective in key forums. • Keep up to date with changes in patient care, technology and contemporary research and continue to develop advanced clinical practice skills that will improve care delivery.
Communication	<ul style="list-style-type: none"> • Act effectively as a patient advocate to ensure the needs and views of the patients and their families are fully represented at multidisciplinary team meetings and across a variety of services. • Develop and maintain collaborative relationships with Renal colleagues, inpatient services, Dialysis Provider, GP practices Community and Iwi Providers to: <ul style="list-style-type: none"> - increase awareness of renal disease in Southern and Peritoneal dialysis as a treatment modality - facilitate a bi-directional consultative process in the coordination of patient care across a variety of settings. • Provide clear communication to other staff whilst on call.
Quality Improvement – lead quality improvement PD initiatives within the ward/unit/department	<ul style="list-style-type: none"> • Participate in the development of quality indicators for the Renal Service. • Collect and report quality indicators on a three monthly basis. Review will ensure that thresholds have been met and corrective action is provided as required. • Ensure that nursing practice is evidence based and underpins patient care. • Patient risk is minimized and managed appropriately. • Accidents, incidents, errors, omissions are acknowledged and reported promptly as per Te Whatu Ora Southern policy. • Practices and promotes a quality patient focused approach to all aspects of patient care. • Equipment and supplies are used safely and economically. • Complete Te Whatu Ora Southern PD registry data for

	<p>primary patients - Participate in the collection and submission of ANZDATA statistics.</p> <ul style="list-style-type: none"> • Participate in and coordinate data for research studies are required. • Incorporates evidence-based practice into policy and procedural development. •
Professional Development	<ul style="list-style-type: none"> • Develop and maintain personal professional practice in accordance with professional standards, legislative requirements, policies and guidelines. • Support the team to review protocols and policies related to PD • Keep up to date with changes in patient care, technology and contemporary research, ensuring that these aspects are included in annual performance planning. • Set realistic and measurable goals for self and assume personal responsibility for meeting these. • Provide guidance and support to colleagues to practice in the most accountable manner given their level of skill, experience and scope of practice
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Participate in the mandatory Te Whatu Ora Te Tiriti o Waitangi and cultural training programs. • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora, Southern management processes and procedures. • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes. • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner.
Culture and People Leadership	<ul style="list-style-type: none"> • Lead, nurture and develop our team to make them feel valued. • Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally.
Innovation &	<ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals

Improvement	<p>at all levels bring their ideas on how to 'do it better' to the table.</p> <ul style="list-style-type: none"> • Model an agile approach – tries new approaches, learns quickly, adapt fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
Health & Safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters • Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.
Privacy and Confidentiality	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Te Whatu Ora, Southern Privacy Policies and Procedures. • Complete mandatory induction training on Privacy responsibilities.

Relationships

External	Internal
<ul style="list-style-type: none"> • Patients, Families and Whanau 	<ul style="list-style-type: none"> • Chief Nursing and Midwifery Officer
<ul style="list-style-type: none"> • Community Members 	<ul style="list-style-type: none"> • Directors of Nursing
<ul style="list-style-type: none"> • PHO 	<ul style="list-style-type: none"> • Nurse Managers
<ul style="list-style-type: none"> • GP's 	<ul style="list-style-type: none"> • Directorate Leadership Team
<ul style="list-style-type: none"> • Dialysis providers 	<ul style="list-style-type: none"> • Clinical Nurse Coordinators
<ul style="list-style-type: none"> • Kidney Societies 	<ul style="list-style-type: none"> • Nursing Staff
	<ul style="list-style-type: none"> • Medical Staff
	<ul style="list-style-type: none"> • Allied Health Staff
	<ul style="list-style-type: none"> • Administration Staff
	<ul style="list-style-type: none"> • Southern DHB wide staff

- Duty Manager(s)

About you – to succeed in this role.

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action
- Registration as a Registered Nurse with the Nursing Council of New Zealand.
- Hold a current Nursing Council of New Zealand Annual Practicing Certificate.
- Relevant PG diploma in specialty clinical area.
- A minimum of 3 years clinical experience in relevant speciality area. At least 5 years post registration experience.
- Computer literacy
- Please refer to area specific person specification if applicable
- Demonstrate professional accountability within scope of practice.
- Privacy Act (2020) and Health Information Privacy Code (2020)
- Health and Safety at Work Act 2015.

Desired:

- Competent Professional Development and Recognition Programme (PDRP) profile/portfolio or equivalent.
- Experience in an equivalent clinical setting to which you are being employed into.
- Be a critical consumer of research and embrace evidenced based practice when carrying out any task/function.
- Have a commitment to ongoing development of nursing skills and in- service education.
- Can work as part of a team.
- Have ability to 'work together' in a collaborative manner.
- Have ability to 'work smarter' by being innovative and proactive.
- Accept responsibility for actions.
- .

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- .
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and

international communities.

- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate the highest standards of personal, professional, and institutional behaviour through commitment, loyalty and integrity.
- Commitment to quality and excellence, with a proven ability to contribute to process improvement.
- Experience in problem solving, priority setting and planning.
- Ability to self-evaluate and reflect on practice.
- Ability to critique research and use it to underpin practice.
- Ability to safely use technical dialysis equipment and tools.
- Preceptorship skills and experience

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.