

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Clinical Nurse Specialist			
Reports to	Charge Nurse Manager			
Location	Invercargill			
Department	Acute Pain Service			
Direct Reports			Total FTE	
Budget Size	Opex		Capex	
Delegated Authority	HR		Finance	
Date	November 2024			
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 is currently being finalised – this section provides an overview of anticipated content. In order 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 whānaunga, 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 provide specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of acute pain in the Post Anaesthetic Care Unit (PACU) and inpatient wards Southland Hospital.

To work across the organisation within PACU acting in the role of advanced practitioner, educator, consultant, researcher, leader/change agent and care coordinator/case manager in the pursuit of clinical excellence and improved health outcomes.

To practice both autonomously and in collaboration with the multi-disciplinary team to assess, treat and manage patient/consumer health care needs.

Clinical Nurse Specialists are recognized internationally as expert practitioners, having in-depth knowledge of a speciality that results in expanding boundaries of nursing practice and the implementation of evidence-based practice and clinical research. (Austin and Luker, 2005; NACNS, 2009).

Clinical practice is central to the Clinical Nurse Specialist role, however in order to influence and improve nursing practice it is essential the role is underpinned by the competencies as outlined in the job description below. Due to the diversity of the role key accountabilities and

key performance indicators will vary according to patient/consumer and service needs.

Therefore, the key performance indicators will be determined by the individual service and will be based on the key accountabilities as outlined in this generic job description.

The Clinical Nurse Specialist practices both autonomously and in collaboration with the multi-disciplinary team to assess, treat and manage patient/consumer health care needs.

- Provide leadership for the provision of high-quality management of acute pain, in accordance with the Australian and New Zealand College of Anaesthetics (ANZCA) and the Faculty of Pain Medicine (FPM) guidelines.
- Collaborates closely with anaesthetic, surgical, and medical specialities involved in the patients' overall care.
- Provide specialist nursing care and expertise both in direct care delivery and in support to other staff.
- Provide specialist nursing advice, support and expertise for the delivery and coordination of acute pain management in both PACU and the inpatient wards Southland Hospital.
- Improve the experience for health care consumers, including their whanau.
- Function as an expert practitioner and resource person within the clinical area of expertise to positively affect patient outcomes.
- Provide leadership and support for planning, safety of service, delivery of service and change processes across the health system, in a manner that promotes the development of multidisciplinary actions for achieving patient centric outcomes.
- Ensure that quality systems are in place within and across the Peri Operative department nursing services, to enhance care delivery based on nursing sensitive quality indicators in the delivery of care.
- Work in partnership with Nurse Educators to identify ongoing learning needs of the Peri Operative and inpatient ward teams.
- Work to enhance district wide standardisation of care delivery, quality and innovation in a model of care which incorporates ANZCA, FPM standards.
- Challenge and identify barriers to acute pain management effectiveness and efficiency, while working to implement changes to provide more effective and timely care/interventions.
- Role model a professional nursing approach to all care providers and service users to ensure successful care delivery.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Leadership	<ul style="list-style-type: none"> • Takes the leadership role through both direct and indirect patients/consumer care delivery. • Provides senior nursing leadership for the specialty service and consultation to a broad range of hospital, community and professional groups to achieve positive outcomes for patient or population group. • Supports a culture of evaluation and the ongoing quality improvement of nursing practice. • Is actively involved in professional activities such as research, scholarship and policy development at both a local and national level. • Leads system change to improve health outcomes through evidence-based practice. • Participates in clinical governance activities. • Works closely with team members from a wide range of clinical disciplines, helping to create a productive, responsive, patient focused team that can deliver cost effective quality care. • Represents the specialty nursing perspective. • Involvement with workforce development and succession planning for the service from a nursing perspective. • Employs and models transformational leadership style and coaches nurses to develop own leadership skills.
Clinical practice	<ul style="list-style-type: none"> • Provides expert nursing knowledge in the management of patients/consumer care within the peri operative department, working with the patient, family/whanau or other health professionals to provide timely nursing care to optimise outcomes. • Exercises independent nursing judgement, applies advanced assessment skills, initiates appropriate clinical interventions, evaluates outcomes, advises others and provides sound rationale for actions in area of speciality. • Acts as a mentor, guides and supports others in the speciality in their assessment, clinical decision making, implementation, evaluation and documentation of care. • Facilitates/initiates inter service collaboration and promotes integrated care between services to improve patient care. • Undertakes extended interventions as authorised by NCNZ. • Networks nationally and internationally to identify and implement nursing advances and changes in speciality practice. • Role models expert evidenced based clinical practice, is seen as highly effective, progressive and knowledgeable. • Provides leadership, role models and guides others in nursing practice that is evidenced based and consistent with the principles of the Treaty of Waitangi. • Provides input into and helps interpret requirements of new legislation /guidelines. • Supports clinicians in identifying ethical dilemmas working through a decision-making framework.

Effective interpersonal relationship skills	<ul style="list-style-type: none"> • Establishes, maintains and concludes therapeutic interpersonal relationships with patient/consumer. • Practices nursing in a negotiated partnership with the patient/consumer and family/whanau where and when possible. • Communicates effectively with patients/consumer and family/whanau and members of the health care team. • Maintains privacy and confidentiality in accordance with NCNZ Code, DHB policies and procedures etc.
Inter-professional health care	<ul style="list-style-type: none"> • Leads nursing and interdisciplinary groups in designing and implementing innovative, patient care and evidence-based change • Provides a primary point of contact within the speciality for patients/consumer and health professionals • Initiates referrals to other members of the health care team in a timely manner • Evaluates results of interventions using recommended criteria, revises management/treatment and initiates timely referral/care with relevant services/agencies • Is a competent consultant for interdisciplinary client base • Contributes to research and the dissemination of findings where possible • Contributes to the development of interdisciplinary standards of practice and evidence-based guidelines Demonstrates leadership in establishing collaborative relationships within and across departments, hospitals, primary and secondary health to promote optimal patient/consumer health and safety, and continuity of care
Education	<ul style="list-style-type: none"> • Collaborates in the development of education programmes related to the area of speciality knowledge and skill. • Develops professional networks locally, nationally and internationally to maintain current knowledge of trends and developments in specialty area. • Participates in collaborative educational networks to meet professional and service needs. • Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their development of culturally safe practice. • Disseminates specialty knowledge at both a Local and National/International level to ensure healthcare providers and consumers are informed about the service CNS' provide, hence facilitating access to the speciality support they require. • Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their development of culturally safe practice. • Acts as a resource person for patients/consumer and health professionals. • Collaborates with Nurse Educators and line managers to identify staff training needs and to develop an educational plan to address these needs. • Assists in the orientation and preceptorship of new nurses and student nurses.

	<ul style="list-style-type: none"> Provides clinical guidance and mentoring to nursing and allied health colleagues.
Research	<ul style="list-style-type: none"> Relevant nursing and related research is read, critiqued and discussed as a means of supporting the development of quality nursing practice. Participates in conferences relevant to area of speciality, as agreed line manager. Demonstrates ability to interpret and implement research findings relevant to area of speciality practice. Provides research based clinical management options for complex clinical situations / issues.
Other duties	<ul style="list-style-type: none"> Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.
Health, Safety and Wellbeing	<ul style="list-style-type: none"> Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Health NZ Southern, Safety and Wellbeing policies, procedures and systems.
Infection control	<ul style="list-style-type: none"> Ensure the peri operative department is always meeting relevant infection control guidelines and equipment is looked after appropriately
Education	<ul style="list-style-type: none"> Ensure the PACU and peri operative staff are meeting the required education needed to provide pain management.
Audits	<ul style="list-style-type: none"> Complete appropriate audits and improvements in the department to assess effectiveness of treatments, incidence of side effects and adverse events.
Pharmacy	<ul style="list-style-type: none"> Close liaison with pharmacists and other associated allied health practitioners.
Quality	<ul style="list-style-type: none"> Ensure pain management paperwork is kept up to standard
Policies	<ul style="list-style-type: none"> Develop specific policies and protocols for the recognition of adverse reactions as well as their treatment based on ANXCA/FPM guidelines.

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
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

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 • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	<ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table • Model an agile approach –tries new approaches, learns quickly, adapts 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 and ensures the successful implementation of Health and Safety strategy and initiatives • 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 • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware

Matters which must be referred to the Charge Nurse Manager

- Conduct or competency concerns of self or all colleagues.
- Breach of privacy for patient or colleague.

- Concern of harm for patient or colleague.

Relationships

Internal	External
<ul style="list-style-type: none"> • Nurse Manager • Service Manager • Clinical charge nurse • Clinical leader • Nursing staff • Pharmacy & Allied Health Staff • Nurse Educators • Medical Staff • Clinical support Staff • Infection Prevention and Control • Occupation Health and Safety 	<ul style="list-style-type: none"> • ANZCA/FPM • Te Whatu Ora - Southern • NZNO • Nursing Council • Pharmacy Council NZ

About you – to succeed in this role

You will have

Essential:

- Post graduate certificate working towards Master's Degree.
- Experience in implementing Te Tiriti o Waitangi in action
- Current nursing APC
- Level 4 PDRP
- Leadership qualities and ability to work well in a team
- Expertise and skill in PACU
- 5 years' experience as an PACU nurse

Desired:

- Ability to attend conferences and ongoing education

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
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- 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 self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve

- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity
- Have a high level of written and verbal communication
- Be patient focused

Desired:

- Exercise independent nursing judgement, apply advanced assessment skills, initiate appropriate clinical interventions, evaluate outcomes, advise others and provide sound rationale for actions in pain management.
- Work independently and in the interdisciplinary team, using evidence based best practice in pain management.
- Initiate health promotion activities to encourage productive health behaviours and foster the strengths and potential of patients/consumer and staff.
- Be a professional leader and role model, with proven ability to inspire, motivate and develop others, in pain management.
- Be champions for acute pain management and promote the profession of nursing.
- Current issues for nursing and health in NZ and international context.
- Current government policies, codes, guidelines, and legislation impacting on area of speciality.
- Current nursing professional standards and codes

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.

Acknowledged / Accepted

Employee

Date

Manager

Date