

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Clinical Nurse Specialist		
Reports to	Charge Nurse Manager		
Location	Otago		
Department	Palliative Care Advisory Service – Southern Blood & Cancer Service		
Direct Reports		Total FTE	
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	January 2025		
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

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – 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.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The Clinical Nurse Specialist provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a defined patient/consumer group/area of speciality practice.

The Clinical Nurse Specialist works across the organisation within a clinical specialty acting in the roles of practitioner, educator, consultant, researcher, leader/change agent and care coordinator/case manager in the pursuit of clinical excellence and improved health outcomes.

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 CNS 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 CNS 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.

Key Result Area	Expected Outcomes / Performance Indicators
Role Specific Competencies	
Leadership Works collaboratively to achieve the organisation, nursing and specialty vision and values, and promotes quality patient outcomes.	
Inspires, motivates and encourages nurses to initiate and maintain best practice in their specialty area.	
<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 is able to 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. 	<ul style="list-style-type: none"> • Staff are encouraged and supported in their work as it relates to the area of speciality practice. • Fosters and participates in peer review processes, case review and reflective practice. • Team members are motivated and stimulated. • Evaluates current practice, identifies deficits/needs and introduces quality measures. • Participates actively in team meetings.

Clinical Practice

Promotes and role models expert nursing care either directly or indirectly, especially for those with complex needs.

- | | |
|--|---|
| <ul style="list-style-type: none"> • Provides expert nursing knowledge in the management of patients/consumer care within a defined area of speciality practice, 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. • Prescribes advanced evidenced based nursing therapeutics, pharmacological/ non-pharmacological interventions, diagnostic measures, equipment, procedures, and treatments to meet the needs of patients/consumer, families and groups, in accordance with professional preparation, institutional policies and scope of practice. • 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 secondary and primary 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. | <ul style="list-style-type: none"> • Maintains a significant presence in the clinical area as a resource, role model, mentor and advocate. • Facilitates / initiates inter-service collaboration to improve patient care. • Provides input into the development of care co-ordination initiatives Professional portfolio maintained PDRP at level 4. • Meets Nursing Council NZ requirements for APC. |
|--|---|

Clinical Practice

Works with nursing staff to continuously improve nursing practice and patient/ consumer outcomes.

- | | |
|---|---|
| <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Gains support for changes to nursing practice that are based on: • quality improvement activity reports. • patient/consumer feedback. |
|---|---|

<p>based and consistent with the principles of the Treaty of Waitangi.</p> <ul style="list-style-type: none"> • Provides input into and helps interpret requirements of new legislation /guidelines. • Supports clinicians in identifying ethical dilemmas working through a decision-making framework. 	<ul style="list-style-type: none"> • contractual/ legislative changes. • treatment changes current evidence based best practice. • Participates in auditing nursing quality standards, policies, procedures and guidelines and developing action plans relevant to speciality.
---	---

Clinical Practice

Articulates the ethical, cultural and statutory requirements of practice and initiates / responds to changes from the internal and external environment.

<ul style="list-style-type: none"> • Provides input into and helps interpret requirements of new legislation /guidelines. • Supports clinicians in identifying ethical dilemmas working through a decision-making framework. 	<ul style="list-style-type: none"> • Attends and provides input into and feedback from relevant committees. • Nursing specialty submissions are made in the development of relevant organisational and national policies. • Actively manages risk. • Assess the quality of nursing practice in the clinical setting. Collaborates on any changes required.
--	--

To demonstrate effective interpersonal relationships and 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 HIP Code, DHB policies and procedures etc. 	<ul style="list-style-type: none"> • Communicates in an appropriate and professional manner, verbal and written. • Privacy Act, Informed Consent and Code of Rights adhered to. • Abides by NCNZ Code of Conduct and Professional Boundaries guidelines.
--	---

Clinical Practice To participate in inter-professional health care

<ul style="list-style-type: none"> • Leads nursing and interdisciplinary groups in designing and implementing innovative, cost-effective patient care and evidence-based change. 	<ul style="list-style-type: none"> • Initiates timely referrals to other services in a timely and thorough manner. • Engages in team and MDT meetings as appropriates. • Initiate appropriate audit processes.
---	---

- | | |
|--|--|
| <ul style="list-style-type: none"> • 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 Demonstrate leadership in establishing collaborative relationships within and across departments, hospitals, primary and secondary health to promote optimal patient/cons | <ul style="list-style-type: none"> • Consistently participates/leads multi-disciplinary team meetings and family conferences, representing the nursing perspective of patient/consumer needs, and enacting outcomes appropriately. • Leads in activities which monitor/audit delivery of quality patient care e.g. Certification processes, and current or retrospective nursing audits. • Engages in submission processes. |
|--|--|

Education

Assists in providing for the educational needs of staff within the specialised area of practice.

- | | |
|--|---|
| <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. | <ul style="list-style-type: none"> • Participates in the educational plan for the speciality. • Participates in nursing forums where relevant to area of practice. • Colleagues are informed of relevant nursing professional trends and issues. • Assists in evaluating educational programmes offered, that focus on the area of speciality practice, to ensure content is evidence based and reflective of current thinking. • Nurses are kept informed of relevant evidence-based practice and issues, including ethical issues. |
|--|---|

Education

Provides educational support for healthcare providers and patients.

<ul style="list-style-type: none"> Disseminates specialty knowledge at both a Local and National/International level to ensure healthcare providers and consumers are informed about the service CNSs 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 preceptor ship of new nurses and student nurses. Provides clinical guidance and mentoring to nursing and allied health colleagues. 	<ul style="list-style-type: none"> Teaching sessions are provided for health care providers e.g. general practitioners, practice nurses, staff in rural areas etc, as relevant to area of speciality. Education programmes are developed for patients/consumers to assist them to achieve their best clinical outcomes. This may include health promotion / wellness activities. Assists in the compilation of resource material for educational purposes for patients/consumer, families and healthcare professionals updating as required, to promote the sharing of current evidence-based information.
---	---

Research

Promotes quality nursing care through research-based practice.

<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. 	<ul style="list-style-type: none"> Patients/consumer research which challenges practice at local and national forums. Information is communicated to staff within Southern DHB, to maximise the benefit for the patient/consumer and organisation.
---	--

Research

Role models the application of evidence based best practice principles in own practice and assist others in research related activities.

<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> There is evidence of staff participation in research related activities where appropriate and authorised.
---	---

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. • Act as a role model for the Southern DHB Organisational Values. | <ul style="list-style-type: none"> • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with SDHB processes and reflects best practice. • Research undertaken is robust and well considered. • Live and support the DHB values in everything you do. |
|---|--|

Professional Development- Self

- | | |
|--|---|
| <ul style="list-style-type: none"> • Identifying areas for personal and professional development. | <ul style="list-style-type: none"> • Training and development goals are identified/agreed with your manager. • Performance objectives reviewed annually with your manager. • You actively seek feedback and accept constructive criticism. |
|--|---|

Motivating Others

- | | |
|--|--|
| | <ul style="list-style-type: none"> • Creates a climate in which people are motivated and want to do their best; can motivate many team or project members; empowers others to achieve desired results; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working with. |
|--|--|

- | | |
|--|--|
| | <ul style="list-style-type: none"> • Makes good decisions based upon a mixture of analysis, wisdom, experience, and judgement; sought out by others for advice and solutions. |
|--|--|

- | | |
|--|---|
| | <ul style="list-style-type: none"> • Provides the information people need to know to do their job and to feel good about being a member of the team, unit, and/or the organisation; provides individuals |
|--|---|

	with information in a timely manner to make accurate decisions.
Organisational Competencies	
Patient Focus	<ul style="list-style-type: none"> Is dedicated to meeting the expectations and requirements of all patients/consumer; gets firsthand patients/consumer information and uses it for improvements in products and service delivery; acts with patients/consumer in mind; establishes and maintains effective relationships with patients/customers and gains their trust and respect
Research Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Managing Diversity	<ul style="list-style-type: none"> Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; hires variety and diversity without regard to class; supports equal and fair treatment and opportunity for all.
Research Drive for Results	<ul style="list-style-type: none"> Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.

Te Tiriti O Waitanga	<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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is 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. • Models 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

	<p>and collegially supports others to do the same.</p> <ul style="list-style-type: none"> • Works with peers in Hauora Māori Service 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. • Takes 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. • Leads, champions, and promotes 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.

Relationships

External	Internal
<ul style="list-style-type: none"> • Relevant associated groups, local and regional • Healthcare providers • Healthcare patients/consumer • National Speciality groups • NZNO, PSA and other relevant professional colleges of nursing and midwifery • Nursing Council/Midwifery council 	<ul style="list-style-type: none"> • Nurse Manager • Service Manager • Unit team managers • Clinical Charge Nurse • Clinical Leaders • All Nursing and Midwifery Staff • Allied Health Staff • Nurse Educators • Medical Staff • Clinical Support Staff • Infection Prevention and Control • Occupational Health & Safety

About you – to succeed in this role

You will have

Essential:

Education and Qualifications

- Be registered with the Nursing Council of New Zealand as a registered Nurse.
- Hold a current Nursing Council of New Zealand annual practising certificate.
- Working towards Post graduate qualifications at a minimum of a Diploma or/and a master's degree.
- Advanced learning and contemporary knowledge in area of specialist practice.

Experience

- Experience and credibility with the health care team as a professional resource in speciality/practice area
- Networking effectively in area of specialty/ practice.
- Demonstrated ability to articulate evidence-based nursing advice to a Multidisciplinary Team.
- Minimum of 3 years practice within the defined scope of clinical speciality/practice.

Knowledge and Skills

- Exercise independent nursing judgement, apply advanced assessment skills, initiate appropriate clinical interventions, evaluate outcomes, advise others and provide sound rationale for actions in area of speciality/practice.
- Work independently and in the interdisciplinary team, using evidence-based evidence and international best practice, in area of speciality.
- 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 area of speciality.
- Be champions for 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.
- Southern DHB current vision, goals and objectives.
- Principles of the Treaty of Waitangi and biculturalism.

Personal Qualities

A reasonable level of fitness is required to cope with the demanding physical requirements of the job. The following denote the key physical requirements for the position: standing, walking, bending, sitting, stairs, simple grasping, fine manipulation, operating machinery / equipment, lifting, overhead reaching, carrying, pushing / pulling, twisting, climbing / balancing, crouching / squatting, manual handling of people, other reaching, and ability to participate in personal restraint if required.

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.