

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Clinical Nurse Specialist			
Reports to	Southland Nurse Manager			
Location	Southland			
Department				
Direct Reports	N/A		Total FTE	N/A
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date				
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. 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 Clinical Nurse Specialist role is:

To provide 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.

To work 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.

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.

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 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.

Clinical Practice	<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. • 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 HIP 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, cost-effective 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

	<ul style="list-style-type: none"> • 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/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 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.
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.
Professional Development – self	<ul style="list-style-type: none"> • Identifying areas for personal and professional development.
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.

Key Result Area	Expected Outcomes / Performance Indicators – All Health NZ 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 Health NZ 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 [insert title of reporting manager]

- [insert matters which must be referred]

Relationships

External

- 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

Internal

- 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

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Current Professional Development Recognition Portfolio (PDRP) or completion within 12 months

- Experience in implementing Te Tiriti o Waitangi in action
- Hold a current Nursing Council of New Zealand Annual Practising Certificate
- Be registered with the Nursing Council of New Zealand as a Registered Nurse
- Current driver's license with clean driving record
- Advanced learning and contemporary knowledge in area of specialist practice
- Minimum of 3 years practice within the defined scope of clinical speciality/practice
- Experience and credibility with the health care team as a professional resource in speciality/practice area
- 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.

Desired:

- 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

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
- Demonstrate the ability to articulate evidence based nursing advice to a Multidisciplinary Team

Desired:

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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