

# STATEMENT OF ACCOUNTABILITY

## Director of Nursing, Older Persons Health and Rehabilitation (OPH&R)

<b>TEAM</b>	Older Persons Health and Rehabilitation Nursing and Leadership Team
<b>POSITION TITLE</b>	Director of Nursing, Older Persons Health and Rehabilitation (OPH&R)
<b>REPORTS TO</b>	General Manager, Older Persons Health and Rehabilitation (OPH&R)
<b>PROFESSIONAL REPORT</b>	Executive Director of Nursing

### OUR TEAM ACCOUNTABILITY

As a member of the OPH&R Leadership Team, this role has shared accountability for:

- **Improving** the health and wellbeing of the people living in Canterbury by putting people at the heart of all we do.
- **Engaging** our nursing workforce to inspire trust and building common understanding and ownership.
- **Ensuring** clarity of purpose within the nursing workforce, developing clear direction, plans, alignment and priority and making sure all teams know their accountability and responsibility.
- **Building** the capability of the nursing workforce function to ensure it meets clinical objectives and continues to develop and deliver effectively and efficiently.
- **Communicating** to ensure that our nursing workforce remains aligned with, and informed about the plans, priority and progress of the Canterbury Health System.
- **Enabling** effective use of workforce and other resources now, and into the future.
- **Collaborating** closely with other clinical and professional leads to develop a culture of collaboration to support an integrated health system.

The professional reporting line to the Executive Director of Nursing, requires the DON to actively engage with the EDON and team in the development of Nursing initiatives and change programmes, to support improving health outcomes and meeting other strategic priorities.

This partnership will see a shift in effort and resourcing within the function toward accelerating the transformational activity that is required of the business to deliver on the vision for our health systems.

## MY ROLE RESPONSIBILITY

The Director of Nursing is accountable for the strategic leadership and operational management of the Nursing workforce across OPH&R.

The Director of Nursing supports implementation of the Nursing Strategic Plan, implementing sustainable clinical governance practice that reflects optimal nursing service delivery and effective system change.

The Director of Nursing works in partnership with members OPH&R Leadership Team to provide leadership and direction for the Nursing workforce within OPH&R, working closely with Managers and Senior Medical and other Clinicians.

The Director of Nursing will contribute to excellence in patient care through professional leadership and support to Nursing staff and will provide advice to the OPH&R Leadership Team.

The Director of Nursing will be part of an interdisciplinary leadership team which supports clinicians and managers to meet their accountabilities around patient service provision, financial targets, and the overall strategic direction of the Canterbury District Health Board and the Canterbury Health System.

The Director of Nursing leads the Nursing approach to equality, diversity and inclusion, including our responsibility in relation to the Te Tiriti o Waitangi.

The Director of Nursing reports to the General Manager, OPH&R and works in clinical partnership with the OPH&R Leadership Team. The role is accountable for fostering excellence in clinical standards and the professional practice of the Nursing profession to facilitate the ongoing development of best practice, and to ensure a consumer centred service.

### Other duties

The Director of Nursing will undertake other duties as reasonably requested by the General Manager or Executive Director of Nursing from time to time.

## KEY DIMENSIONS OF CAPABILITY AND VALUES

### Driving Strategy

The ability to direct effort to achieve long term business objectives, by formulating, articulating and implementing a strategic vision for Nursing across the Campuses.

### Workforce Design

The clinical knowledge and skills across the breadth of the Campuses to develop and implement a sustainable model of Nursing provision which delivers enhanced and sustainable outcomes.

### Cultural Competence and Values

Demonstrate the interpersonal skills and attributes, as well as values, which resonate with Cantabrians and support the collective vision and ambitions towards diversity inclusion and reducing health inequalities with specific reference to our obligations under Te Tiriti o Waitangi.

## MY CAPABILITY

At our DHB, we believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. As a professional working for us, it's important for you to always respect and value everyone's differences. When making decisions, consider and seek a diverse range of viewpoints and ensure you are including those affected in designing changes and new initiatives, especially those from minority groups. You acknowledge New Zealand as a bicultural nation and support and respect the integration of Tikanga Māori and Te Reo Māori at work.

### Things that are important to our organisation and our culture:

- **Care Starts Here (Integrity)** - act honestly in accordance with moral or ethical principles
- **Care Starts Here (Caring about People)** - display sensitivity towards the attitudes, feelings, or circumstances of others
- **Care Starts Here (Leveraging diversity)** - respect and value individual differences to obtain a desired effect or result.
- **Care Starts Here (Handling Stress)** - manage pressure without getting upset, moody, or anxious
- **Solving Problems** - identify solutions given available information
- **Flexibility** - changes direction as appropriate aligned with new ideas, approaches, and strategies

### To be effective and succeed in this role it is expected the person have the following proven capabilities:

- **Driving Strategy** – directs effort to achieve long-term business objectives.
- **Driving Change** - champions new methods, systems, and processes to improve performance. Ability to foster creativity and innovation through effective leadership and empowerment of others
- **Influencing Others** - persuades others to help achieve organisational goals and objectives.
- **Inspiring Others** - motivates others to accomplish organisational goals
- **Networking** - build and maintain a system of strategic business connections
- **Political Savvy** – recognises, interprets, and works within the political environment of an organisation
- **Taking smart risks** - evaluate trade-offs between potential costs and benefits and acts accordingly using established models of improvements and measurement to demonstrate impact.
- **Industry Insights** – applies knowledge of industry trends and outlooks, including use of new technology and practices to achieve organisational goals and objectives

### Experience and skills:

- A broad knowledge of the health and disability sector.
- Broad clinical practice and clinical teaching experience across the health sector.
- Experience in leading change and service quality improvement initiatives.
- Human Resource and Financial/budgetary management skills.

- Significant experience in supporting people leaders with at least 10 years' experience in a senior role, including experience in leading and developing teams in a large, 24/7 complex, acute and rehabilitation focused organisation.

## MY CLINICAL CAPABILITIES

### Essential

- Experience working in a hospital environment including the proven ability of work in partnership with managers and other clinicians to enable transformational change to be designed and implemented.
- Professional Nursing qualification, NZ Registration, and current practising certificate.
- Proven experience in leadership and operational management
- Demonstrated ability to lead a team or work as part of a team.
- Demonstrated commitment to quality and clinical governance.
- Post graduate qualification in nursing and or health leadership/management or other management qualifications

## MY RELATIONSHIPS TO NURTURE

### Internal

- General Manager
- Executive Director of Nursing
- Executive Director of Maori & Pacific Health
- Pou Whirinaki
- Operations Manager
- Quality Manager
- Divisional Finance team
- P&C Team
- Nursing Leaders (Canterbury & West Coast)
- Chief of Service OPH&R
- Director Allied Health
- Senior Clinical/Operational /Support leaders across CDHB and WCDHB

### External

- Consumers and their families/whanau and carers
- Nursing professional colleagues from other DHBs/organisations
- Nursing regulatory bodies and education providers
- Nursing Professional organisations
- Associated Government and voluntary agencies
- Unions
- Other relevant stakeholders

## MY WELLBEING, HEALTH AND SAFETY

At our DHB, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.

We know that it's really important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm.