

POSITION DESCRIPTION

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Health New Zealand, Te Tai o Poutini West Coast is committed to the principles of Te Tiriti o Waitangi | Treaty of Waitangi and the objectives of all New Zealand Health and Disability strategies. This commitment prioritises meaningful engagement with Tangata Whenua at strategic and operational service levels and recognises that all staff have a responsibility to help eliminate disparities in health outcomes between Māori and non-Māori.

Position Title:	Clinical Nurse Specialist – Paediatrics & Child Health
Reports daily to:	Clinical Nurse Manager – Community - Central
Our Culture	At Health New Zealand Te Tai o Poutini, we are committed to honouring the principles of Te Tiriti o Waitangi by ensuring our partnership with Māori are at the forefront of all our conversations. We are also committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity, and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone’s differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.
Our Team Accountability	<ul style="list-style-type: none"> ▪ Engaging with all stakeholders in the health sector to build trust, common understanding and practice with the Policy Library as the single repository. ▪ Displaying an understanding of, and alignment to, Health New Zealand – Te Tai o Poutini’s purpose, vision, values, and strategy. ▪ Developing and communicating prioritized work plans that align with the Te Tai o Poutini Health System Strategy and risk profile. ▪ Growing your information system technical capabilities to deliver quality services. ▪ Knowing you and your cross functional teams’ roles, accountabilities, and responsibilities. ▪ Building service and process capability to improve risk management information. <p>These accountabilities will be exercised in support of a drive to perfect service excellence through work plan development and delivery, that strategically partners with the business, supporting and enabling the business to achieve its goals, while remaining aligned to the Te Tai o Poutini Health System strategy.</p> <p>This will enable a model that provides flexibility and scalability to help accelerate the transformational activity that is required by the business to deliver on the vision for our health systems.</p>
Purpose of the Role:	<p>The Clinical Nurse Specialist Paediatrics & Child Health works across the whole organisation providing Autism Spectrum Disorder (ASD) coordination and advanced leadership within a clinical speciality, practising in the roles of practitioner, consultant, researcher, leader/change agent and care coordinator in the Paediatric service to patients , whanau, and health care teams in the pursuit of clinical excellence and improved health outcomes.</p> <p>A person with this position focus is someone that has excellent facilitation skills, i.e., displays diplomacy, listening skills, collaboration with team members. Their core focus is to support, enable and develop our people to support quality of outcomes for priority populations (Māmā and pēpi) particularly Māori.</p>

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<p>Key Relationships:</p>	<p>Internal:</p> <ul style="list-style-type: none"> • All Health New Zealand -Te Tai o Poutini, particularly: <ul style="list-style-type: none"> • Nursing Director- Operations • Clinical Nurse Managers • Clinical Director • Clinical Nurse Specialists, Nurse Practitioners, Nurse Educators, Registered Nurses, Enrolled Nurses, Health Care Assistants and Kaiawhina • Allied Health Services • Specialty teams • Service Leaders • Director of Nursing • Quality and Safety Team • Workforce Development Team • Consumer Council 	<p>External:</p> <ul style="list-style-type: none"> • Consumers and their whanau • Nursing Council of New Zealand • Māori Health Providers • Pasifika Health Providers • Primary Health Care Practitioners • Tertiary providers • Clinical Nurse Specialists - locally and nationally • National Specialty Groups • Speciality Product Suppliers • HASC
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Our vision is for an integrated West Coast health system that is clinically sustainable and fiscally viable; a health system that wraps care around a person and helps them to stay well in their community.

All activities of Health New Zealand, Te Tai o Poutini West Coast reflect the values of:

- Manaakitanga – caring for others
- Whakapapa – identity
- Integrity
- Respect
- Accountability
- Valuing people
- Fairness
- Whanaungatanga – family and relationships
- Pono - truth

He mihi

E ngā mana

E ngā reo

E ngā iwi o te motu

Tēnei te mihi ki a koutou katoa

He whakatauki

Ko tau rourou, ko taku rourou, ka ora ai te iwi

With your contribution and my contribution, we will be better able to serve the people.

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KEY ACCOUNTABILITIES:

The CN is responsible for:	The CNS will be successful when:
Excellence in clinical practice	<ul style="list-style-type: none"> • Provides expert evidence-based management of complex consumer care within a defined area of specialty practice. • Identifies opportunities for general/wellness education in consumer care. • Provides leadership in application of nursing assessment, clinical decision-making, implementation, evaluation, and documentation of care. • Develop, implement, and provide Developmental Autism co-ordination to assist children, young people, and their whānau. • Critiques own practice to maintain clinical competence. • Networks nationally and internationally to identify and implement nursing advances and changes in practice.
Leadership	<ul style="list-style-type: none"> • Takes a nursing leadership role through both direct and indirect consumer care delivery. • Provides senior nursing leadership for the specialty service. • Provides consultation to a broad range of hospital, primary, community, and professional groups to achieve positive outcomes for consumer 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.
Care co-ordination/case management	<ul style="list-style-type: none"> • Fulfils the requirements for the Autistic Spectrum Disorder (ASD) coordination contract. • Collaborates with consumers with complex needs and their multidisciplinary team to plan and implement therapeutic interventions to attain, promote, maintain and/or restore health. • Coordinates the care of consumers utilising organisational and community resources to enhance delivery of care and optimal consumer outcomes. • Provides a primary point of contact within specialty for consumers and health professionals. • Evaluates results of interventions using accepted outcome criteria, revises the plan of care and initiates appropriate and timely consultation and/or referral with relevant services/agencies when appropriate. • Establishes collaborative relationships within and across departments, hospitals, primary and secondary health to promote consumer safety, continuity of care and clinical excellence. • Provides leadership in the interdisciplinary team through the development of collaborative practice. • Is an effective resource and consultant for interdisciplinary clinical staff and disseminates research findings. • Leads nursing and interdisciplinary groups in designing and implementing innovative, cost-effective consumer care and evidence based change. • Contributes to the development of interdisciplinary standards of practice and evidenced-based guidelines of care.
Honouring cultural diversity	<ul style="list-style-type: none"> • Consistently utilises Tikanga Best Practise guidelines in everyday practice. • Demonstrates commitment to Te Tiriti o Waitangi principles when working with tāngata whaiora and whānau. • Provides advanced leadership by facilitating evidence-based, culturally competent practice; promoting integrated, interprofessional models of care;

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	<p>and leading service delivery changes to improve consumer experience and outcomes - with a focus on achieving equity for Māori.</p> <ul style="list-style-type: none"> Engages with Takarangi cultural competency training and actively demonstrates these competencies in everyday practice. Demonstrates personal commitment to addressing inequity for Māori and Pacific population accessing Health New Zealand -Te Tai o Poutini. Works in collaboration with Health New Zealand -Te Tai o Poutini Māori Health providers, e.g., local iwi, to develop strategies aimed at addressing inequities. Consistently respects the spiritual beliefs and cultural practises of others, including colleagues. Demonstrates care and respect for diversity in the workplace.
Education	<ul style="list-style-type: none"> Provides education about new clinical initiatives. Work with key other clinicians to ensure new clinical initiatives are embedded in practice. Works with RNs and ENs in the clinical care of consumers with complex issues.
Administration	<ul style="list-style-type: none"> Accurately records CNS activities to enable practice trends to be tracked over time and effectiveness of practice to be evaluated. Provides reports of CNS activities with agreed KPIs to the line manager at pre-determined intervals. Produce reports for ASD coordination as required by the Ministry of Health service specifications. Participates in organisational committees and/or working parties to achieve service, organisational and national goals and improve consumer outcomes. Influences purchasing and allocation of resources using evidence-based findings and/or by generating new and innovative approaches to achieve best consumer care and nursing practice.
Research	<ul style="list-style-type: none"> Cultivates a climate of clinical inquiry within the service, evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability and quality. Fosters an interdisciplinary approach to quality improvement, evidence-based practice and research. Assesses system barriers and facilitators to design programs for effective integration of evidence into practice. Demonstrates ability to interpret, disseminate and implement research findings relevant to the area of specialty practice.
Professional Development	<ul style="list-style-type: none"> Maintains own clinical competence within specialty area. Develops and maintain a professional portfolio utilising NZ Nursing Council's Standards for advanced nursing practice. Networks nationally and internationally to maintain current knowledge of trends and developments in specialty area. Attends educational opportunities and conferences relevant to role and scope of practice. Participates in annual performance appraisal. Has achieved or is currently working towards a PG Diploma relevant to area of practice.
Quality Improvement	<ul style="list-style-type: none"> Increases the effectiveness of paediatric care delivery by leading and developing quality improvement projects and facilitating development and maintenance of frameworks for policy and education. Facilitates nursing input into Paediatric policies and care delivery framework decisions at an organisational level. Is involved in quality activities and identifies areas of improvement. Applies organisational and divisional policies and procedures to practice.

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<p>Health and Safety</p>	<ul style="list-style-type: none"> • Demonstrates personal commitment to health and safety, with a focus on preventing harm. • Complies with all New Zealand legislation relevant to Health and Safety. • Ensures all accidents/incidents are reported in the SafetyFirst incident reporting system. • Works alongside the Health New Zealand-Te Tai o Poutini Occupational Health & Safety team to implement initiatives aimed at improving health, safety, and wellbeing. • Complies with health and safety policies and standards when providing care in the community. • Communicates and escalates threats to health and safety appropriately.
<p>Specialty Specific Responsibilities - In collaboration with CNM and/or Service Manager</p>	<ul style="list-style-type: none"> • Manages clinical audit. • Monitors data integrity. • Monitors and reports on standards to the local service and to Health New Zealand. • Supports in the development and review of evidence-based local guidelines, procedures, and patient information documents. • Co-ordinates and facilitates the training of nursing teams within Paediatrics, ensuring competence within their respective roles. • Ensures standards are maintained within the clinical environment. • Provides the facility management with advice on the appropriate clinical environment for the day-to-day delivery of Paediatrics standards that meets Health New Zealand standards for Paediatrics services. • Advises the Clinical Nurse Manager and Nurse Director Operations of the training requirements of the staff working within a Paediatrics focus to meet the mandatory training requirements.

PERSON SPECIFICATION:

<p>Qualifications and Experience- Essential</p> <ul style="list-style-type: none"> • Registered with the Nursing Council of New Zealand • Holds a current Annual Practising Certificate from the Nursing Council of New Zealand • Minimum 5 years working either within the clinical specialty or relevant senior nursing role. • Holds or is actively working towards a relevant Post-graduate Diploma. • Demonstrate advanced nursing skills comparable to senior nurse or expert PDRP level. • Demonstrate skills in nursing leadership. • New Zealand residency and/or current work permit • Computer literate • Project, risk, and change management experience including demonstrated ability to deliver timely outputs. • Ability to lead teams through engagement and cultivate nursing culture which support the goals of the service.
<p>Qualifications and Experience- Desirable</p> <ul style="list-style-type: none"> • Obtained or working towards relevant Clinical Masters. • Demonstrate ability to develop nursing standards and quality initiatives. • Demonstrates teaching, mentoring, and coaching skills. • Demonstrate involvement in research that has changed nursing practice. • Senior Nurse or Expert PDRP portfolio
<p>Personal Attributes and Key Behaviours</p> <ul style="list-style-type: none"> • Displays a high degree of confidence, assertiveness and innovation. • Acts as a clinical role model for nurses. • Excellent communication skills. • Excellent personal organisational skills.

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- Demonstrate practice that is consumer and whanau focused.
- Ability to work autonomously and with a team.
- Accepts responsibility for actions.
- Assists with quality improvement by being innovative and proactive.
- Displays a commitment to ongoing professional development.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed in this job classification. Employees may be requested to perform job related tasks other than those specified.

Signed on behalf of Health New Zealand, Te Tai o Poutini West Coast

I accept the terms and conditions as outlined in this Position Description

Name _____

Name _____

Position _____

Clinical Nurse Specialist

Date _____

Date: _____

**Health New Zealand,
Te Tai o Poutini West Coast**

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