

POSITION DESCRIPTION

12 September 2023

Te Wahtu Ora, Waitaha Canterbury is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Organisational Vision

The Organisation's vision is to improve the health and wellbeing of the people living in Canterbury.

Organisational Values

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

CLINICAL NURSE SPECIALIST – ECT SMHS

REPORTS TO (Title):

Director of Nursing SMHS

REPORTS ON A DAILY BASIS TO:

Charge Nurse Manager SMHS Adult Inpatient Group
Nurse Consultant SMHS

PRINCIPAL OBJECTIVES

The Clinical Nurse Specialist (CNS) 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.

This is achieved through:

- Leading change and culture through role modelling, education provision and being a resource for the division
- Demonstration and promotion of evidenced based best practice and contribution to service improvement and development
- KPI's determined by the ECT services based on key accountabilities outlined in this position description
- Fostering local, national and international professional connections

This document identifies and provides Specialist Mental Health Services (SMHS)-specific competencies of a CNS. However the CNS role in SMHS is diverse, key accountabilities and performance indicators will therefore vary between areas,

FUNCTIONAL RELATIONSHIPS:

INTERNALLY:

1	Director of Nursing
2	Service Managers/Nursing Directors
3	Nurse Consultants
4	Designated Senior Nurses
5	Clinical Nurse Specialists
6	Clinical Director ECT
7	Medical staff
8	Nursing staff
9	Allied Health Services
10	Te Korowai Atawhai
11	Family/Consumer Advisors

EXTERNALLY:

1	Consumers and their families
2	National Specialty Groups
	Nursing Council of New Zealand
	Primary Health Care Providers
	External providers of Health Care
	Speciality Product suppliers
	Nursing Tertiary Education Providers and Students

COMPETENCIES

EXCELLENCE IN CLINICAL PRACTICE	
Key accountabilities	<ul style="list-style-type: none">• Provide expert nursing knowledge in the management of Consumer care within a defined area of specialty practice, working with the Consumer, family-whanau or other health professionals to provide timely nursing care to optimise outcomes• Uses advanced cognitive, mental and physical health assessment skills in the assessment of Consumers• Role models, guides and supports others in the speciality in their assessment, clinical decision-making, implementation, evaluation and documentation of care• Provides leadership, role models and demonstrates expert evidence based clinical practice• Guides others in nursing practice that is consistent with the principles of the Treaty of Waitangi• Networks nationally and internationally to identify and implement nursing advances and changes in practice• Identifies opportunities for general health / wellness education e.g. smoking cessation
LEADERSHIP	
Key accountabilities	<ul style="list-style-type: none">• 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 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 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• Leads in the contribution of nursing strategies to facilitate the recruitment, retention and succession planning for nurses involved in the delivery of care to ECT Consumers.• Works with SMHS ECT CD to co-ordinate and chair the ECT Committee.• Functional relationship with CNS ECT colleague• Other duties as required

CARE CO-ORDINATION/ CNS ECT is not a case manager**Key accountability**

- Collaborates with the Consumer and interdisciplinary team to plan and implement diagnostic strategies and 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 the 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
- Provides leadership in the interdisciplinary team through the development of collaborative practice or innovative partnerships: this may include Consumer conferences, multidisciplinary meetings and strategic planning of the service
- Is an effective resource and consultant for interdisciplinary clinical staff
- Contributes to the development of interdisciplinary standards of practice and evidence-based guidelines for care
- Ensure close liaison with Theatre, ? no Theatre or Recovery service on site for SMHS and Anaesthetic services to ensure seamless continuum of high quality care for all ECT Consumers by coordinating the ECT lists or delegating to appropriately skilled RN

EDUCATION**Key accountabilities**

- Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their development of ECT professional development and culturally safe practice.
- Disseminates specialty knowledge at both a local/national/international level
- Acts as a resource person for Consumers and health professionals
- Collaborates with nurse educators, CNS colleagues and CNM's to identify staff training needs and to develop an educational plan to address those needs
- Provides clinical guidance and mentoring to nursing and allied health colleagues
- Assists in the compilation of resource material for educational purposes for Consumers, families and health professionals

ADMINISTRATION	
Key Accountabilities	<ul style="list-style-type: none"> • Provides reports of CNS activities with agreed KPIs to the line manager at pre-determined intervals • Participates in organisational committees and/or working parties to achieve service, organisational and Ministry of Health goals and improve Consumer outcomes • Accurately records CNS activities to enable practice trends to be tracked over time and effectiveness of practice to be evaluated • Influences purchasing and allocation of resources through the use of evidence-based findings and/or by generating new and innovative approaches to achieve best Consumer care and nursing practice
RESEARCH	
Key Accountabilities	<ul style="list-style-type: none"> • Is actively engaged in research opportunities and disseminates pertinent research findings, adopting appropriate principles in to clinical practice • Fosters an interdisciplinary approach to quality improvement, evidenced based practice and research • Provides leadership in design, implementation and evaluation of process improvement initiatives • Assesses system barriers and facilitators in order to design programs for effective integration of evidence into practice • Evaluates health outcomes and in response helps to shape nursing practice/service delivery • Disseminates appropriate research in an easily interpreted format within teaching sessions, Consumer information leaflets etc
PROFESSIONAL DEVELOPMENT	
Key accountabilities	<ul style="list-style-type: none"> • Maintains own clinical competence within specialty area • Participates in annual performance appraisal and demonstrates a commitment to developing and professional portfolio utilising NZ Nursing Councils' 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 • In conjunction with NC, develops the role to meet professional and organisational needs

QUALIFICATIONS & EXPERIENCE

Essential

- Be registered with the Nursing Council of New Zealand
- Hold a current Nursing Council of New Zealand practising certificate
- At least 3 years working either within the clinical speciality or relevant senior nursing role
- Holds or is actively working towards a relevant Post-graduate Diploma, Diploma to be completed within an agreed timeframe
- Demonstrate advanced nursing skills comparable to senior nurse or expert PDRP level
- Demonstrate skills in nursing leadership
- Computer literate
- A strong interest in the provision of ECT
- Experience in managing acute medical emergencies
- Knowledge of issues relating to healthcare of the elderly
- Hold a clean NZ Driver's license

Desirable

- Obtained or working towards relevant Clinical Masters
- Demonstrates ability to develop nursing standards and quality initiatives
- Demonstrates teaching, mentoring and coaching skills
- Demonstrate involvement in research that has changed nursing practice
- Designated Senior Nurse PDRP portfolio
- Advanced recovery and life support skills
- Able to read and understand medical/test reports

HEALTH & SAFETY

- Observe all Te Whatu Ora Waitaha safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Te Whatu Ora Waitaha's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

QUALITY

- Every staff member within Te Whatu Ora Waitaha is responsible for ensuring a quality service is provided in their area of expertise
- All staff are to be involved in quality activities and should identify areas of improvement
- All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures

PERSONAL ATTRIBUTES
<ul style="list-style-type: none">• Displays a high degree of confidence, assertiveness and motivation• Acts as a clinical role model for nurses• Excellent communication skills• Excellent personal organisational skills <p><u>MANDATORY</u></p> <p>Key Behaviours:</p> <ul style="list-style-type: none">• Demonstrates practice that is Consumer and family focused• Ability to work autonomously within the 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 by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.

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Appointee's Signature

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Date