

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Nurse Specialist – Infection Prevention and Vascular Access
Reports to	Nursing Director – Infection Prevention and Control
Location	Waitaha Canterbury & Te Tai o Poutini West Coast
Department	Te Ratonga Ārai Mate Infection Prevention and Control Service
Date	22 December 2025
Job band (indicative)	NZNO Nursing and Midwifery Collective Agreement Senior Designated Nurses Grade 2, Step 1-3

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 primary purpose of the role is to work in partnership with clinical and non-clinical teams as well as other associated internal and external stakeholders to promote and uphold best practice in vessel health preservation and vascular access in the interests of patient safety.

Our Team Accountability: As a member of the Infection Prevention & Control Service, the CNS – Infection Prevention and Vascular Access will:

- Engage staff at all levels of the organisation in the core principles of vascular access management and infection prevention and control to keep patients safe.
- Guide and promote safe healthcare environments and minimize risk of vascular access device complications, particularly healthcare associated infections.
- Communicate best practice in Vascular Access Management and Infection Prevention & Control to staff.

My Role Responsibility

Registered nurses in Aotearoa New Zealand incorporate knowledge, concepts and worldviews of both tangata whenua and tangata tiriti into practice. Registered nurses uphold and enact ngā mātāpono – principles of Te Tiriti o Waitangi, based on the kawa whakaruruhau framework and cultural safety, promoting equity, inclusion, diversity and rights of Māori as tangata whenua. These concepts also relate to Pacific peoples and all population groups to support quality services that are culturally safe and responsive.

Registered nurses are accountable and responsible for their nursing practice, ensuring that all health care provided is consistent with their education, assessed competence, relevant

legislative requirements and is guided by the Nursing Council of New Zealand's standards for registered nurses.

Registered nurses use substantial scientific and nursing knowledge to inform comprehensive assessments, determine health needs, develop differential diagnoses, plan care and determine appropriate interventions. Interventions are evaluated to assess care outcomes based on clinical judgement and scientific and professional knowledge. Registered nurses practise independently and in collaboration with individuals, their whānau, communities and the interprofessional healthcare team, to deliver equitable person/whānau/ whakapapa-centred nursing care across the life span in all settings. Registered nurses may also use their expertise in areas and roles such as leadership, management, education, policy and research. Conditions may be placed on the scope of practice of some registered nurses, dependent on their qualifications and/or experience, limiting them to a specific area of practice. Nurses who have additional experience and have completed the required education will be authorised by the Council to prescribe some medicines within their area of practice and level of competence.

Registered nurses are responsible and accountable for directing and delegating to members of the healthcare team. Registered nurses provide support and guidance to enrolled nurses.

Specifically, the role is responsible for:

Māori health Pou one

- Engages in ongoing professional development related to Māori health and the relevance of te Tiriti o Waitangi articles and principles
- Advocates for health equity for Māori in all situations and contexts.
- Understands the impact of social determinants, such as colonisation, on health and wellbeing.
- Uses te reo and incorporates tikanga Māori into practice where appropriate.

Cultural safety Pou two

- Practises culturally safe care which is determined by the recipient.
- Challenges racism and discrimination in the delivery of nursing and health care.
- Engages in partnership with individuals, whānau and communities for the provision of health care
- Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care.
- Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.

Whanaungatanga and communication Pou three

- Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.
- Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities.

- Incorporates professional, therapeutic and culturally appropriate communication in all interactions.
- Communicates professionally to build shared understanding with people, their whānau and communities.
- Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy.
- Ensures documentation is legible, relevant, accurate, professional and timely.
- Uses appropriate digital and online communication.
- Provides, receives and responds appropriately to constructive feedback.

Pūkengatanga and evidence-informed nursing practice Pou four

- Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting.
- Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care.
- Implements and evaluates effectiveness of interventions and determines changes to the plan of care.
- Coordinates and assigns care, delegates activities and provides support and direction to others.
- Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.
- Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options.
- Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care.
- Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing.
- Applies infection prevention and control principles in accordance with policies and best practice guidelines.
- Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person.
- Understands and works within the limits of expertise and seeks guidance to ensure safe practice.
- Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.

Manaakitanga and people-centred care Pou five

- Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.

- Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice.
- Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions.
- Establishes, maintains and concludes safe therapeutic relationships.

Rangatiranga and leadership Pou six

- Actively contributes to a collaborative team culture of respect, support and trust.
- Demonstrates professional and ethical accountabilities in practice and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures.
- Understands continuous learning and proactively seeks opportunities for professional development.
- Engages in quality improvement activities.
- Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely.
- Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.

Te Tiriti o Waitangi

- 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

- 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.

Contributing to the administration of the workplace, working effectively within the nursing team and acting as a professional role model

- Contributes to the smooth running of the ward/unit through participation in administrative tasks, which support patient care activities.
- Provides leadership within the unit and co-ordinates patient care as required.

- Assists the Charge Nurse Manager/Nursing Line Manager through performance reviews of junior nursing staff as directed.
- Assists the Charge Nurse Manager/Nursing Line Manager with recruitment of nursing staff to the area as directed.
- Demonstrates awareness of factors, which impact on patient care in her/his clinical setting, e.g. relationships with other providers.
- Prioritises own workload to enable support, assistance and supervision for other nurses when necessary.
- Uses stock in a cost-effective manner within budget constraints.
- Participates in ward meetings and ward decision making.
- Use appropriate channels of communication.
- Acts as a preceptor in the orientation of new staff and nursing students.
- Teaches nurses, nursing students and other staff clinical procedures following Te Whatu Ora Waitaha and Te Tai o Poutini Policy and Procedure, in conjunction with more experienced RNs and the Clinical Nurse Educator or Clinical Nurse Specialist.
- Assists in compiling resource material for educational purposes at unit, cluster and organisational level.
- Makes case study presentations to his/her peers at unit and cluster level.
- Participates in in-service education and post-registration education as approved/requested by the nursing line manager.
- Acts as a resource for area specific responsibilities e.g. CPR Instructor, IV Assessor or other area of designated responsibility or expertise.
- Has a knowledge of ethical principles and assists others in resolution of potential dilemmas, utilising appropriate resource people where necessary.

Participating in the annual performance review process in conjunction with the Charge Nurse Manager (or nominated appraiser)

- Prepares for and participates in her/his annual performance review.
- Identifies and documents professional goals in conjunction with her/his line manager.
- Maintains a professional nursing portfolio.
- Presents annual practising certificate in a timely manner.

Implementing emergency procedures and maintain a safe and secure environment by following relevant Te Whatu Ora Waitaha and Te Tai o Poutini's policies, protocols and standards

This includes but is not limited to:

- Demonstrates competence in emergency procedures, e.g. fire, and CPR.
- Promptly initiates first aid/emergency actions and summons emergency response personnel and provides further emergency assistance.

- Completes Fire, IV and CPR training and updates regularly as required by Te Whatu Ora Waitaha and Te Tai o Poutini's policies and procedures.
- Identifies, takes appropriate action and promptly reports clinical, Occupational Safety & Health and security incidents.
- Assists in the maintenance of ward equipment and where necessary, promptly reports unsafe or malfunctioning equipment.
- Maintains standards for safety, hygiene and medico-legal requirements.

Matters which must be referred to the Nursing Director – IPC

- Security breaches and quality standard failures.
- Any matters which are not clearly identified or do not comply with the Te Whatu Ora Waitaha and Te Tai o Poutini's adopted policies or procedures.

Relationships

External	Internal
<ul style="list-style-type: none"> • Patients and their families • Medical Officer of Health • Health Protection Officers • Clinical Product Suppliers • Health NZ contract providers • New Zealand Blood Service • Nursing Tertiary Education Providers and Students • Aged Residential Care Providers • Nursing Council of New Zealand 	<ul style="list-style-type: none"> • Nursing staff • Allied Health, Scientific and technical staff • Medical staff • Nursing Directors • Designated senior nurses/CNMs • Clinical Directors • Directors of Nursing • Service Managers • Te Korowai Atawhai Māori Mental Health Services • Occupational Health Staff • Health and Safety advisors • Laboratory Staff

About you – to succeed in this role

You will have

Essential:

- A relevant graduate or postgraduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Completed a graduate nurse programme or return to nursing programme (other recognition of entry to practice experience must be approved by the Director of Nursing or division equivalent).
- Registration with the Nursing Council of New Zealand as a Registered Nurse.
- A current Nursing Council of New Zealand annual practising certificate.
- Experience in implementing Te Tiriti o Waitangi in action.
- The ability to 'work together' in a collaborative manner.

- The ability to work as part of a team.
- The ability to 'work smarter' by being innovative and proactive.
- The ability to accept responsibility for actions.
- Professional accountability within scope of practice.
- Commitment to ongoing development of nursing skills and in-service education.
- Appropriate communication skills.

Desired:

- Maintain and advance knowledge and skills in vessel health preservation, intravenous therapies, peripheral cannulation and central venous access device (CVAD) management to promote and uphold best practice standards.
- Develop and maintain knowledge on infection prevention and control measures to ensure the safety of patients, staff and visitors.
- Engage with professional interest groups and peer networks nationally and internationally to stay abreast of current trends and advances in best practice.
- Relevant postgraduate qualification to support advanced nursing practice vascular access management and infection prevention.
- Develop and maintain a professional portfolio against NCNZ competencies.

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.
- 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.
- Adhere to the Te Whatu Ora Waitaha and Te Tai o Poutini's policies and procedures.
- Undertake other duties as reasonably requested by Nurse Manager.

Desired:

- Lead and guide clinical practice supported by expert knowledge and skills in vessel health preservation and vascular access including a range of intravenous therapies, peripheral cannulation and central venous access device (CVAD) management.
- Guide and support staff in undertaking vessel health and vascular access needs assessments.
- Lead and guide others in patient engagement and partnering with patients in relation to their vascular access needs.
- Lead and support others in determining the most appropriate vascular access device for intended therapy.
- Lead and support others in monitoring and solving vascular access clinical concerns and complication management.
- Consult with clinical teams and support decision-making about on-going need for vascular access device responsible for care.
- Rapid response to vascular access requests/referrals, informing and partnering with patients, creating better workflow and improving quality care for patients.
- Collaborate with Nursing Director-IPC to ensure efficient utilisation of resources (time, equipment and staff) to meet the fluctuating demands of the service
- Identify opportunities for operational efficiency gains that will enhance service provision and actively contribute to strategic planning and service development.
- Act as a senior resource for nurses and staff to ensure practice, policies and standard operating procedures are consistent with evidence-based practice and national and international guidelines.
- Evaluate and interpret patient laboratory results as part of routine surveillance (in ICNet) and action infection prevention and control requirements in accordance with Te Whatu Ora Waitaha and Te Tai o Poutini policies and procedures.
- Ensure documentation, both electronic and paper-based, is accurate and maintains confidentiality.
- Utilise evidence and outcomes-based research findings to inform practice.
- Use international standardised surveillance definitions to determine HAIs.
- Provide reports and updates on work activities and case investigations.
- Collaborate with Occupational Health colleagues e.g. significant organism exposure events, BBFE, vaccinations to promote staff safety.

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.