

Position Description | Te whakaturanga o mahi

Health New Zealand | Te Whatu Ora

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|------------------------------|--|-----------------------------|---|
| Title | Clinical Nurse Specialist (Inpatient) | | |
| Reports to | Charge Nurse Manager (CNM) Professionally reports to the service area Nurse Consultant (NC) | | |
| Location | Specialist Mental Health Service & Older Persons Mental Health Service (OPMH) | | |
| Department | | | |
| Direct Reports | Nil | Total FTE | 1.0 |
| Budget Size | Opex | No budget allocated to role | Capex No budget allocated to role |
| Delegated Authority | HR | | Finance |
| Date | | | |
| Job band (indicative) | Senior Designated Nurses GRADE 2 RN | | |

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 Clinical Nurse Specialist (CNS) provides leadership of nursing*, consistent with the wider inter-disciplinary team approach, that ensures best outcomes for tāngata whaiora and whanau. This is achieved through the fostering of a practice culture that is founded upon clinical excellence, teaching and research, equity and tikanga-informed nursing practice.

* nursing in this document refers to registered and enrolled nurses, along with mental health assistants

| Role Responsibilities | Expected Outcomes / Performance Indicators |
|--|--|
| Providing a nursing leadership voice | <ul style="list-style-type: none"> • Provides a nursing perspective in the area's model of practice delivery • Provides nursing advice to the multi-disciplinary team • Contributes to service and policy development • Contributes to projects, steering groups and consultation mahi • Contributes to investigations and processes as requested by the area Charge Nurse Manager or Nurse Consultant |
| Leading the implementation of evidenced-based nursing practice within clinical decision-making | <ul style="list-style-type: none"> • Provides the nursing team with contemporary best-evidence for nursing practice with tāngata whaiora • Coaches the nursing team to integrate best-practice approaches into nursing practice • In consultation with the area Nurse Consultant, identifies and engages in local, regional and national health initiatives that aim to improve clinical practice • Carries out quality improvement processes (such as clinical audits) to improve clinical practice |
| Providing nursing leadership to nurses working with tāngata whaiora with complex needs | <ul style="list-style-type: none"> • Undertakes comprehensive clinical assessments of tāngata whaiora who have complex nursing care needs • Provides specialised clinical advice and guidance on the care of tāngata whaiora who present with complex nursing needs • Contributes a nursing perspective to the multi-disciplinary team to ensure best outcomes for tāngata whaiora with complex needs |
| Leading tikanga-informed nursing practice within teams | <ul style="list-style-type: none"> • Provides support and guidance to the nursing team to ensure that all practice is tikanga-informed • Role-models tikanga-informed practice within their own mahi • Leads activities to improve the recruitment, retention, development, and leadership opportunities of Māori kaimahi |
| Leading a values-based nursing team culture based on equity, inclusion and professionalism | <ul style="list-style-type: none"> • Leads initiatives to ensure that the tāngata whaiora voice is represented in all decision-making • Role-models practice that is professional, equitable and inclusive • Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora |

| | |
|--|---|
| | <ul style="list-style-type: none"> • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff |
| Leading the implementation of nursing (including nursing students) workforce development | <ul style="list-style-type: none"> • Role-models an understanding of Health New Zealand workforce development initiatives and assists nurses to apply these to their practice • In conjunction with nurse educators (if part of the area team), develops and implements workforce development initiatives to support nurses' and student nurses' development • Fosters a culture of workforce development in the team. This includes providing clinical supervision to nurses in the wider-SMHS/OPMH, being engaged in their own supervision, and encouraging nurses to have their own supervision |
| Providing liaison between the nursing team and other SMHS clinical areas, and local, regional and national health services | <ul style="list-style-type: none"> • Ensures liaison with local, regional and national services to assist with coordinated care approaches for individual tāngata whaiora • Proactively fosters relationships with local, regional and national health services to develop approaches to general tāngata whaiora care |
| Taking a leadership role innovation and improvement | <ul style="list-style-type: none"> • Fosters a culture where individuals are encouraged to share their suggestions on how to improve and enhance practice • In consultation with the area Nurse Consultant, leads practice innovation projects |
| Demonstrating collaboration and relationship management | <ul style="list-style-type: none"> • Role-models positive collaborative relationships • Coaches nursing staff to have positive individual and team relationships • Works with peers in Te Korowhai Atawhai and other cultural supports to ensure the voice and direct aspirations of Māori and Pacific people are reflected in planning and delivery of services |
| Taking a leadership role in 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 • Takes practical steps to mitigate risks and hazards in the workplace that could cause harm, whilst maintaining high-quality tāngata whaiora outcomes • Leads and promotes continual improvement in health and wellbeing to create a healthy and safe culture |
| Taking a leadership role with 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 speciality area • Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware |

- Assists with target and goal identification and supports data gathering and reporting (such as Care Capacity Demand Management, KPIs, or incident management) processes

Matters which must be referred to the Charge Nurse Manager

- Matters which pose a risk to tāngata whaiora safety or which may affect a nurse’s ability to safely practice.

Relationships

| External | Internal |
|---|--|
| <ul style="list-style-type: none"> • Professional and industrial organisations • NGO’s, Māori and community providers • Primary Care | <ul style="list-style-type: none"> • Staff of the Specialist Mental Health Service/Older Persons Mental Health Service • Tāngata whaiora and their whanau or families • SMHS Lived Experience team • Te Korowai Atawhai/Hauora Māori Team – OPH&R • Service Leadership Team |

About you – to succeed in this role

You will have

Essential:

- A current Nursing Council of New Zealand RN practicing certificate, with scope to work in mental health.
- A minimum of three years of nursing experience post registration in a tertiary level specialist mental health service.
- An in-depth knowledge of the health sector and issues affecting tāngata whaiora and equality of healthcare.
- Experience in implementing Te Tiriti o Waitangi in practice.
- Engagement with, and receiving of clinical supervision.
- A relevant post-graduate qualification, with minimum of a post-graduate diploma in a relevant health field.
- Competent in information technology used in SMHS/OPMH.

Desired:

- Training in clinical supervision and providing this to other SMHS/OPMH clinicians.
- A Masters level qualification in nursing or other relevant health field.
- Current membership of a nursing professional body.
- Experience in Project Management.

You will be able to

Essential:

- Demonstrate an understanding of the significance 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.
- Maximise the contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Demonstrate an ability to instigate and maintain positive working relationships with others.
- Proactively foster connections with other health professionals locally, regionally, nationally and internationally.
- Demonstrate self-awareness of your impact on people.
- Develop your own leadership practice.
- Demonstrate high standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Lead change and service quality improvement initiatives.
- Deliver education and nursing development.
- Participate in and lead research to develop nursing practice.

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 your line manager and professional lead.

Appendix one

The employing CNM and area NC will determine an individual CNS's portfolio responsibilities. These will form, as an appendix, part of an individual CNS's Position Description.

Possible responsibilities are listed below. Not all areas will form part of an individual CNS's position description, while other responsibilities may be added.

Physical health of consumers

- Physical health
- Metabolic monitoring
- Venepuncture
- Gold standard hand hygiene auditing

Least restrictive practice

- Restraint minimisation/elimination
- Seclusion Data

Staffing of areas

- CCDM
- VRM response

Promoting a culture of learning and workforce development

- Success and Development and PAs
- PDRP
- Co-ordinate and implement education
- Provide and be trained in supervision
- DEU Students Orientation NESP/NETP Training
- Staff orientation

Promoting best nursing practice

- Models and frameworks implementation of service specific
- Expectation around talking therapies
- Investigation of medication errors
- Medication committee
- Documentation

Promoting a safe physical environment

- IP&C
- Family Safety

Service specific roles

- For example - Safewards