

Position Description | Te whakaturanga o mahi

Health New Zealand | Te Whatu Ora

<b>Title</b>	Māori Clinical Nurse Specialist (Inpatient)		
<b>Reports to</b>	Nursing Director AIG Professionally reports to the service area Nurse Consultant (NC) Culturally reports to the Pou Matatau -Māori Nurse Lead		
<b>Location</b>	Specialist Mental Health Service & Older Persons Mental Health Service (OPMH)		
<b>Department</b>			
<b>Direct Reports</b>	Nil	<b>Total FTE</b>	1.0
<b>Job band (indicative)</b>	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 Māori 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. The Māori Clinical Nurse Specialist will lead and support change in collaboration with senior nurses and other health clinicians in growing skills, capability, confidence, and knowledge to deliver culturally responsive care to tangata whaiora and their whānau Māori.

\* 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"> <li>• Provides specialist nursing knowledge and expertise, from a Te Ao Māori world view to support clinical decision making, educational requirements and to be actively involved in quality improvements.</li> <li>• Provides a strong culturally focused nursing advice and guidance to the multi-disciplinary team that aligns with Te Tiriti o Waitangi.</li> <li>• Contributes to service and policy development that prioritises meeting our obligations of Te Tiriti o Waitangi.</li> <li>• Actively contributes and is involved in projects, steering groups, and consultation mahi.</li> <li>• Contributes to investigations and processes as requested by the area Charge Nurse Manager, Nurse Consultant or Māori Nurse Consultant.</li> </ul>
Leading and supporting the implementation of Tē Ao Māori evidenced-based nursing practice within clinical decision-making.	<ul style="list-style-type: none"> <li>• Provides the senior nursing team with contemporary best-evidence for nursing practice with tāngata whaiora to ensure practices reflect Te Ao Māori</li> <li>• Coaches, educates, and supports the nursing team to integrate best-practice approaches into nursing practice that aligns with Te Tiriti o Waitangi and a kaupapa model.</li> <li>• In consultation with the area Nurse Consultant and the Māori Nurse Consultant, identifies and engages in local, regional, and national health initiatives that aim to improve clinical practice.</li> <li>• Carries out quality improvement processes (such as clinical audits) to improve clinical practice.</li> </ul>
Providing nursing leadership that underpins Te Ao Māori for nurses working with tāngata whaiora with complex needs.	<ul style="list-style-type: none"> <li>• Undertakes and supports comprehensive clinical assessments of tāngata whaiora who have complex nursing care needs,</li> <li>• Provides specialised Māori clinical advice and guidance on the care of tāngata whaiora who present with complex nursing needs.</li> <li>• Contributes a Māori nursing perspective to the multi-disciplinary team to ensure best outcomes for tāngata whaiora with complex needs</li> </ul>

Supporting nursing leaders to ensure tikanga-informed nursing practice within teams.	<ul style="list-style-type: none"> <li>• Alongside senior nurses, provides support and guidance to the nursing team to ensure that all practice is tikanga-informed.</li> <li>• Role-models tikanga-informed practice within their own mahi</li> <li>• Leads activities to improve the recruitment, retention, development, and leadership opportunities of Māori kaimahi.</li> </ul>
Leading a values-based nursing team culture across the service based on equity, inclusion, and professionalism that reflects Te Tiriti o Waitangi.	<ul style="list-style-type: none"> <li>• Leads initiatives to ensure that the tāngata whaiora voice is represented in all decision-making.</li> <li>• Role-models practice that is professional, equitable and inclusive</li> <li>• Leads practice initiatives across the service to ensure a practice culture that lessens health inequities for tāngata whaiora.</li> <li>• Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff</li> </ul>
Leading the implementation of nursing (including nursing students) workforce development that reflects culturally competent and confident nurses.	<ul style="list-style-type: none"> <li>• Role-models an understanding of Health New Zealand workforce development initiatives and assists nurses to apply these to their practice.</li> <li>• In conjunction with nurse educators (if part of the area team), develops and implements workforce development initiatives to support nurses' and student nurses' development.</li> <li>• Is actively involved in development of workforce development that reflects culturally competent and confident nursing workforce. This includes providing clinical and/or cultural supervision to nurses in the wider-SMHS/OPMH, being engaged in their own supervision, and encouraging nurses to have their own supervision.</li> </ul>
Supporting cultural liaison between the nursing team and other SMHS clinical areas, and local, regional, and national health services	<ul style="list-style-type: none"> <li>• Ensures liaison with local, regional, and national services to assist senior nurses in coordinated care approaches for individual tāngata whaiora.</li> <li>• Proactively fosters relationships with local, regional, and national health services to develop approaches to general tāngata whaiora care that aligns with Te Ao Māori.</li> </ul>
Taking a leadership role in innovation and improvement	<ul style="list-style-type: none"> <li>• Fosters a culture where individuals are encouraged to share their suggestions on how to improve and enhance practice with a Te Ao Māori lens.</li> <li>• In consultation with the area Nurse Consultant and Māori Nurse Consultant, leads practice innovation projects.</li> </ul>
Demonstrating collaboration and relationship management	<ul style="list-style-type: none"> <li>• Role-models positive collaborative relationships</li> <li>• Supports senior nursing staff to have positive individual and team relationships that has a Te Ao Māori world view.</li> </ul>

	<ul style="list-style-type: none"> <li>Works with peers in Te Korowhai Atawhai, Ngā Toka o te Aratika, Māori Nurse Consultant and other cultural supports to ensure the voice and direct aspirations of Māori and Pacific people are reflected in planning and delivery of services.</li> </ul>
Taking a leadership role in health & safety	<ul style="list-style-type: none"> <li>Exercises leadership and due diligence in health and safety matters and ensures the successful implementation of health and safety strategy and initiatives</li> <li>Takes practical steps to mitigate risks and hazards in the workplace that could cause harm, whilst maintaining high-quality tāngata whaiora outcomes</li> <li>Leads and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
Taking a leadership role with compliance and risk	<ul style="list-style-type: none"> <li>Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place</li> <li>Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the speciality area</li> <li>Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware</li> <li>Assists with target and goal identification and supports data gathering and reporting (such as Care Capacity Demand Management, KPIs, or incident management) processes.</li> </ul>

**Matters which must be referred to the Charge Nurse Manager**

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

**Relationships**

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

## About you – to succeed in this role

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### You will have

#### Essential:

- You will identify as Māori and have a good understanding of Te Ao Māori and your own identity and whakapapa connections.
- You will need to be able to work in an environment where you may need to have difficult conversations, advocating what is right for Māori in what is a generally western approach to care.
- 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.*