Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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.

Title	Clinical Nurse Specialist
Reports to	Nurse Manager
Location	Christchurch
Department	Emergency Department, Waipapa
Date	September 2020
Salary band (indicative)[i]	NZNO Senior Nursing Salary Scale
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The Clinical Nurse Specialist (CNS) acts as a specialised practitioner, providing advanced clinical care and nursing expertise to patients and their families/whānau who present to the Emergency Department. By utilising advanced knowledge and clinical skills the CNS assesses, plans, diagnoses, and prescribes care and diagnostics for patients across the lifespan. The CNS works in a collaborative and consultative relationship with the Emergency Department Senior Medical and Nurse Practitioner team to ensure consistency and safe care provision. Through collaboration with Nursing colleagues, Emergency clinicians and the multidisciplinary team the CNS will contribute to the development and maintenance of high quality evidenced based emergency care.

Principal Objectives:

- To assist patients presenting to the Emergency Department to receive suitable, safe and timely care appropriate to the CNS scope of advanced nursing knowledge and skills with medical/NP supervision.
- To actively support education and quality improvement activities within the Emergency Department.
- To implement a professional career pathway that facilitates and supports transition to an advanced scope of practice.

Key Result Area	Expected Outcomes / Performance Indicators
Provides advanced clinical knowledge in the assessment, diagnosis, treatment and coordination of care of Emergency Department patients.	• Uses advanced nursing knowledge and clinical skills to assess, diagnose and evaluate patient/family/whānau needs. • Requests and interprets appropriate laboratory and diagnostic tests as necessary in consultation with the SMO/NP • Discusses and recommends appropriate pharmaceutical interventions/treatments with the SMO/NP, within legislative and regulatory requirements. • Communicates collaboratively and consults with medical staff, nursing and multi-disciplinary team in assessment, planning treatment, follow up and discharge to achieve safe, timely and best patient outcomes. • Facilitates effective discharge planning and/or referral processes to health care providers and support agencies to meet identified and agreed health needs. • Educates and provides accurate information to patients/ family/whānau to improve knowledge of health/illness, self-management, and promotion of quality of life. • Applies critical reasoning to practice issues/decision making processes. • Accurately documents assessments of patients' health status, diagnosis, and decisions regarding interventions and referrals or follow-up. • Identifies situations of clinical complexity and takes appropriate actions to ensure an effective outcome for patients, their families/whānau and staff. • Manages and provides leadership in complex situations. • Recognises limits to own practice and consults appropriately to achieve best health outcomes.
Demonstrates professional development and clinical competency.	• Leads professional conduct by example and practices in accordance with legal, ethical, culturally safe and professional standards. • Demonstrates responsibility, accountability and commitment for nursing decisions and provision of care. • Maintains and develops own clinical expertise and knowledge/qualifications in Emergency Care. • Provides advanced care that is contemporary and evidence based. • Attends and participates in educational opportunities and conferences relevant to advanced nursing role and scope of practice. • Proactively participates in own performance development and review including working towards the nursing council requirements required to apply for NP status. • Maintains core competencies, audits own practice as expected by Nursing Council. • Establishes and maintains effective local, regional, national and international networks.
Provides Professional Leadership to	• Demonstrates contribution to professional nursing leadership in areas such as professional development uptake, compliance

support the Emergency Department Team.	with clinical practice and documentation policies and evidence of service development. • Maintains a significant presence in the clinical area as a role model, coach and advocate. • Establishes goals with nursing team to support areas needing development. • Works with managers to identify and prioritise resources required to support nursing development. • Promotes effective teamwork and collaborative relationships within the multidisciplinary team and across health services. • Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient care. • Contributes to projects/initiatives that enhance the implementation of evidence-based practice. • Promotes organisational and nursing goals and values and promotes Christchurch Emergency Department as a centre of excellence for nursing practice. • Participates in senior management decisions to promote effective models of care to optimise the patient's journey. • Participates in and/or leads development of programs to extend the scope of nursing practice within the department. • Participates in developmental projects at a national level.
Develops quality initiatives and performance improvement.	• Demonstrates commitment to quality improvement, risk management and effective resource utilisation. • Reviews and develops clinical standards/protocols/pathways and policies and facilitates clinical audit processes to evaluate the effectiveness, efficiency and safety of clinical practice. • Assists in the management of initiatives to address the healthcare crises for Māori and at-risk populations. • Acts to identify and minimise organisational risk.
Education, Training and Research.	• Role model's advanced skills and culturally safe nursing practice, utilising Te Tiriti o Waitangi / Treaty of Waitangi principles. • Demonstrates skilled mentoring, coaching and teaching. • Leads and participates in case/peer review and debriefing activities as required. • Acts as a nursing resource providing advanced advice and education to nursing staff and other healthcare professionals within scope of practice. • Identifies and supports staff education and professional development based on knowledge of service needs and CDHB strategic direction. • Attends weekly medical teachings, journal club and x-ray reviews at least 20 sessions per year. • Participates in audit and research both within the department and at national/international level as opportunity arises. • Leads culturally appropriate and sensitive projects that change the culture to foster client centred care.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• 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 Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Serious incidents relating to patients or staff well-being.
- Staff performance, which may require disciplinary action.
- Quality standards failures or deficiencies.
- Any matters which do not comply with Canterbury District Health Board's policies and procedures.

Relationships

External	Internal
• External Health Care Providers- Ambulance providers, Acute Demand • Tertiary Health Education providers • Nursing Council of New Zealand • National and international speciality groups	• Director of Nursing Services (DON) • Nurse Managers/Directors (NM/ND) • Associate Clinical Nurse Managers (ACNM) • Speciality Clinical Nurse (SCN) • Nurse Educators (NE) • Nurse Researcher (NR)

	• Nurse Co-ordinator-Projects • Nursing Staff • Clinical Director ED • Medical staff • Multidisciplinary team-Social work, Physiotherapy, Occupational Therapy, Radiology, • Māori Liaison, Special Mental Health services • Change Nurse Managers (CNM) • Duty Mangers • Clinical Team Co-ordinators • Students-nursing, military, medical • Clinical Nurse Specialists (CNS) and Nurse Practitioners (NP) • Security Staff • Professional Development Unit personnel

About you – to succeed in this role

You will have

Essential:

- Registered with Nursing Council of New Zealand as a Registered Nurse.
- Have Five years validated clinical expertise in emergency nursing.
- Have a demonstrated ability to contribute to, as well as develop, appropriate nursing standards and quality initiatives.
- Hold a Post Graduate qualification relevant to the role which includes an Advanced Health Assessment paper.
- Works as part of a team practising with honesty and integrity in all aspects of provision of care.
- Is innovative and proactive in advancing nursing within the Emergency Department.
- Able to inspire and motivate nurses in the best practice and patient centred care.
- PDRP at expert level or working towards

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.

- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.