Health New Zealand
Te Whatu Ora

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

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	Service Manager/Clinical Manager/Nursing Director
Location	Christchurch
Date	April 2015
Salary band (indicative)[i]	NZNO Senior Nurse Salary Scale Grade 2, Step 1 - 3
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 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.
Clinical Nurse Specialists are recognized internationally as expert practitioners, having in-depth knowledge of a speciality that results in expanding boundaries of nursing practice and the implementation of evidence-based practice and clinical research. (Austin and Luker, 2005; NACNS, 2009).
Clinical practice is central to the Clinical Nurse Specialist role, however in order to influence and improve nursing practice it is essential the role is underpinned by the competencies as outlined in the job description below. Due to the diversity of the CNS role key accountabilities and key performance indicators will vary according to patient/population and service needs. Therefore, the key performance indicators will be determined by the individual service and will be based on the key accountabilities as outlined in this CNS generic job description.

Key Result Area	Expected Outcomes / Performance Indicators
EXCELLENCE IN CLINICAL PRACTICE	• Provide expert nursing knowledge in the management of patient care within a defined area of specialty practice, working with the patient, family/whanau or other health professionals to provide timely nursing care to optimise outcomes.

	• Uses advanced health assessment skills in the assessment of patients and critiques own practice to maintain clinical competence • Prescribes advanced evidence-based nursing therapeutics, pharmacological/non-pharmacological interventions, diagnostic measures, equipment, procedures, and treatments to meet the needs of patients, families and groups, in accordance with professional preparation, institutional policies and scope of practice • Undertakes extended interventions as authorised by Nursing Council • Role models expert evidence based clinical practice, is seen as highly effective, progressive and knowledgeable • Guides and supports others in the speciality in their assessment, clinical decision-making, implementation, evaluation and documentation of care. • Provides leadership, role models and 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	• Takes the leadership role through both direct and indirect patient care delivery • 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 patient 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, scholarship 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
CARE CO-ORDINATION/CASE MANAGEMENT	• Collaborates with the patient and multidisciplinary team to plan and implement diagnostic strategies and therapeutic interventions to attain, promote, maintain and/or restore health • Coordinates the care of patients utilising organisational and community resources to enhance delivery of care and optimal patient outcomes • Provides a primary point of contact within the specialty for patients 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

	• Establishes collaborative relationships within and across departments, hospitals, primary and secondary health to promote patient safety, continuity of care and clinical excellence • Provides leadership in the interdisciplinary team through the development of collaborative practice or innovative partnerships: this may include patient conferences, multidisciplinary meetings and strategic planning of the service • Is an effective resource and consultant for interdisciplinary clinical staff and disseminates research findings • Leads nursing and interdisciplinary groups in designing and implementing innovative, cost-effective patient care and evidence-based change • Contributes to the development of interdisciplinary standards of practice and evidence-based guidelines for care
EDUCATION	• Assists in evaluating educational programmes offered, that focus on the area of specialty practice, to ensure content is evidence based and reflective of current thinking • Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their development of culturally safe practice. • Disseminates specialty knowledge at both a Local and National/International level • Acts as a resource person for patients and health professionals • Collaborates with nurse educators and CNM to identify staff training needs and to develop an educational plan to address those needs • Collaborates with the PDU and tertiary education providers to provide specialty education • Assists in the orientation and preceptorship of new nurses and student nurses • Provides clinical guidance and mentoring to nursing and allied health colleagues • Assists in the compilation of resource material for educational purposes for patients, families and health professionals
ADMINISTRATION	• Accurately records CNS activities which enable practice trends to be tracked over time and effectiveness of practice to be evaluated • 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 patient outcomes. • Influences purchasing and allocation of resources through the use of evidence-based findings and/or by generating new and innovative approaches to achieve best client care and nursing practice.

RESEARCH	• Cultivates a climate of clinical inquiry within the service, evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability and quality • Fosters an interdisciplinary approach to quality improvement, evidence-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 • Demonstrates ability to interpret and implement research findings relevant to the area of specialty practice. • Disseminates appropriate research in an easily interpreted format within teaching sessions, patient information leaflets etc
PROFESSIONAL DEVELOPMENT	• Maintains own clinical competence within specialty area • Develops and maintains a 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 DON develops the role to meet professional and organisational needs • Participates in annual performance appraisal

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.
- [insert other matters which must be referred, and who they should be referred to]

Relationships

External	Internal
• Patients and their families • Nursing Council of New Zealand • National Specialty Groups • Primary Health Care Practitioners • External providers of Health Care • Specialty Product Suppliers • Nursing Tertiary Education Providers and Students	• Director of Nursing Services • Service Managers • Nursing Director • Designated senior nurses • Clinical Director • Medical staff • Nursing staff • Professional Development Providers • Allied Health Services • Te Korowai Atawhai • Family/Consumer Advisors

About you – to succeed in this role

You will have

Essential:

- Be registered with the Nursing Council of New Zealand
- Hold a current Nursing Council of New Zealand practising certificate
- At least 5 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

Desired:

- Obtained or working towards relevant Clinical Masters (NACNS 2009)
- Demonstrates ability to develop nursing standards and quality initiatives
- Demonstrates teaching, mentoring and coaching skills
- Demonstrate involvement in research that has changed nursing practice
- Senior Nurse competent PDRP portfolio

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.
- Displays a high degree of confidence, assertiveness and motivation
- Acts as a clinical role model for nurses
- Excellent communication skills
- Excellent personal organisational skills
- Demonstrates practice that is patient 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

[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.