

Job Description

Clinical Nurse Specialist

Hospital in the Home

Position Title:	Clinical Nurse Specialist
Organisation Unit:	Hospital in the Home Community Clinical Services
Location:	Whangarei, Te Whatu Ora – Health New Zealand Te Tai Tokerau
Responsible to:	Clinical Nurse Manager, Hospital in the Home, Te Whatu Ora – Health New Zealand Te Tai Tokerau
Primary Functions of the Position:	<p>Context for the role:</p> <p>The Clinical Nurse Specialist will work with specific population groups and their whānau, as part of a multidisciplinary team across the services in the Directorate. These patients are referred to services for planned care, inpatient teams and Community Services. The Clinical Nurse Specialist is an advanced nursing speciality practice and is an expert in assessment skills; diagnostic reasoning, knowledge of management options and monitoring that underpins practice. They will have specialist knowledge of complex conditions which is central to the role. Case management and coordination of the patient and their whānau with health professionals, inpatient areas and intersectorially is integral. The Nurse Specialist will be based within the services and will deliver care across a variety of settings, case coordinating to enhance an integrated patient journey including pre-hospital, emergency, acute and planned care. Outpatients and inpatients interface with the Nurse Specialist, as will primary care and community settings. This role will work collaboratively with other teams to provide expert advice, care co-ordination, resources and support to healthcare professionals working with high-priority and complex patients with specific conditions. The anticipated outcomes of care are enhanced patient and whānau healthcare experience and seamless navigation of services. (These patient and whānau resources are current). Quality activities and outcomes focus on patient safety and Directorates’ priorities. There is enhanced access, timeliness of interventions for priority populations and patients living with complex conditions leading to improved outcomes enabling patients to reach their maximum potential.</p> <p>About the role:</p> <p>The Nurse Specialist is an advanced nursing practice role and is responsible for providing specialist nursing care and/or coordination of care to a specific patient/client population across healthcare settings</p>

Values

Te Whatu Ora – Health New Zealand Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora – Health New Zealand Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata. Our people are central to all we do.
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu. We treat others, as they would like to be treated.
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui. We nurture those around us, and treat all with dignity and compassion.
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha. We communicate openly, safely and with respect to promote clear understanding.
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui. Our attitude of excellence inspires confidence and innovation.

Key Responsibilities and Expected Outcomes

Key Responsibility Area	Expected Outcomes
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora – Health New Zealand Te Tai Tokerau management processes and procedures. • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes. • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner. • Attend the Te Whatu Ora – Health New Zealand Te Tai Tokerau Te Tiriti o Waitangi Training.
<p>Professional Responsibilities Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate judgement and accountability for own actions and decisions</p>	<ul style="list-style-type: none"> • Demonstrates expert knowledge of the determinants of health and socio-economic inequities for Māori. • Maintains professional portfolio and annual practice registration. • Updates knowledge related to the administration of interventions, treatments, medications and best practice guidelines within the Hospital in the Home service. • Practices in accordance with legal, ethical, culturally safe and professional and tikanga best practice standards. • Demonstrates clinical and professional leadership. • Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by registered nurses, health care assistants and clinical support workers. • Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and patient/client care. • Participates in peer review/feedback. • Pro-actively participates in own performance development and review. • Seeks and attends educational opportunities relevant to Nurse Specialist role and scope of practice. • Applies critical reasoning and professional judgement to nursing practice issues/decisions. • Fosters the provision of positive patient / client outcomes and person-centred care. • Contributes to the development of integrated service delivery across the continuum of care. • Identifies situations of clinical and organisational risk and take appropriate actions to ensure a safe environment for patients / clients, families / whānau and staff. • Role models and enhances advanced nursing practice and contributes to the development of the profession locally, regionally and nationally. • Undertakes or leads specific service or organisational portfolio responsibilities as required.

Key Responsibility Area	Expected Outcomes
<p>Management of Nursing Care Includes accountability related to the patient/ client assessment and management of nursing care that is supported by nursing knowledge and evidenced based research</p>	<ul style="list-style-type: none"> • Provides direct care and uses advanced nursing knowledge and skills to assess, plan, implement and evaluate patients / clients / family / whānau health needs. • Facilitates effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs. • Monitors clinical outcomes / indicators and manages variance to clinical pathway, protocols or best practice guidelines. • Educates and provides information to patients / clients / family / whānau to improve knowledge of disease / illness, self-management, prevention of complications and promotion of recovery. • Identifies barriers and solutions to access for patient / client, family or whānau. • Accurately documents assessments of patients / clients health status, diagnosis and decisions made regarding interventions and referrals or follow-up. • Participates in case review and debriefing activities as required. • Role models culturally safe nursing practice. • Promotes a patient centered approach that places the patient in the centre of care planning and promotes self-care for long term health gain. • Acts appropriately to protect oneself and support others when faced with unexpected patient responses, confrontation, personal threat or crisis situations. • Formulates and documents transitional care and arrangements. • Leads collaborative partnerships with all members of the extended care team to ensure patient and whanau receive high quality clinical input and support.
<p>Interpersonal Relationship Includes accountability for interpersonal and therapeutic communication with clients/ patients and members of the health care team</p>	<ul style="list-style-type: none"> • Models the process of whanaungatanga in interpersonal and therapeutic communication and engagement with clients/patients/whānau and members of the healthcare team. • Promotes effective teamwork and collaborative relationships within the multi- disciplinary team and across health care settings to achieve best health outcomes. • Undertakes education and clinical teaching to support the professional development of colleagues and student nurses. • Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals. • Acts as a nursing resource providing expert advice and education to nursing staff and other health care professionals / family / whānau within scope of speciality practice. • Identifies and supports staff education and professional development based on knowledge of service needs and aligned with Te Tai Tokerau strategic direction. • Fosters the implementation of organisational and nursing goals and values. • Promotes Te Tai Tokerau as a centre of excellence for nursing practice.

Key Responsibility Area	Expected Outcomes
<p>Inter- professional Health Care and Quality Improvement</p> <p>Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the health care team</p>	<p>Continuous quality improvement</p> <ul style="list-style-type: none"> • Evaluates the effectiveness, efficiency and safety of clinical practice. • Contributes to projects and research that enhance the clinical implementation of evidence-based practice • Demonstrates commitment to quality improvements, risk management and resource utilisation. • Reviews and develops clinical standards / protocols and policies and facilitates clinical audits processes. • Works in collaboration with other relevant nursing leaders to define and implement the strategies that support quality improvement and participates in quality reviews. • Assists in the implementation of nursing practice and models of care appropriate to patient / client population needs. • Assists in the implementation and management of initiatives to address differential access to healthcare services for Māori. • Participates in the development of strategic and operational service plans. <p>Evidence based practice</p> <ul style="list-style-type: none"> • Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient / client care. • Works to ensure that recommended best practice guidelines / policies are research based and relevant across the organisation. • Contributes to and participates in Te Tai Tokerau and national policy development. • Participates in case review and debriefing activities as require and follows escalation processes.
<p>Health & Safety</p>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora – Health New Zealand Te Tai Tokerau Health and Safety Policy and annual objectives. • Promote an environment of physical, occupational, cultural, ethical and legal safety. • Participate in the organisation’s Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management. • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> ○ Practicing and observing safe work methods; ○ The use of safety equipment; ○ Reporting unsafe conditions or equipment; and ○ Reporting and documenting all accidents or incidents.
<p>Privacy and Confidentiality</p>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora – Health New Zealand Te Tai Tokerau. • Complete mandatory induction training on Privacy responsibilities.

Key Responsibility Area	Expected Outcomes
Equity	<ul style="list-style-type: none"> • Commits to helping all of our residents achieve equitable health outcomes. • 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. • Supports the dismantling of policies, procedures and practices that cause inequity. • Supports Māori-led responses. • Supports Pacific-led responses.
Whānau-centric	<ul style="list-style-type: none"> • Supports improved service engagement with whānau. • Supports people and service user experience in the design, delivery and evaluation of services.
Resilient Services	<ul style="list-style-type: none"> • Demonstrates performance improvement and efficiency. • Supports the implementation of agreed continuous improvement initiatives.
Risk	<ul style="list-style-type: none"> • Actively participates in Te Tai Tokerau approach to risk management.
Digital Recordkeeping	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness. • Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Charge Nurse/Manager

- Identified nursing safety and quality issues
- Non-adherence to identified clinical standards failure
- Any nursing and or professional issue that may affect the reputation of Te Whatu Ora Te Tai Tokerau

Authorities

Delegated financial authority NIL

Functional Relationships

The Clinical Nurse Specialist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Clinical Leader(s) and Directors/Clinical Nurse/Manager • Registered Nurses/Midwives • Nurse Specialists/Senior Nurses • Health Care Assistants • Interdisciplinary Team • Patients/Family/Whānau • Te Poutokomanawa • PSQID staff • Nursing & Midwifery Directorate staff 	<ul style="list-style-type: none"> • Nursing Council of New Zealand • Professional bodies and associations e.g. College of Aotearoa • External providers relevant to area of practice • Other Te Whatu Ora districts • Tertiary education providers • Health providers • Consumer advocates and agencies

About you – to succeed in this role

You will have

Essential	Desirable
<ul style="list-style-type: none"> • A commitment to biculturalism • A commitment to achieving equitable outcomes for Māori • Registration with the Nursing Council of New Zealand (NCNZ) • Evidence of competence to practice within the Registered Nurse scope of practice • A current Annual Practicing Certificate (APC) • PDRP Expert • Specialty knowledge and practice expertise. • Postgraduate diploma in specialty nursing practice. • Working towards completion of Master's degree in nursing or health related area • Knowledge of quality improvement processes and principles • A personal commitment to ongoing learning and development • Current full NZ drivers licence 	<ul style="list-style-type: none"> • Master's degree • Research skills including data analysis and critical appraisal skills and clinical audit • Experience in multi-disciplinary clinical teaching. • Strategic planning and policy development skills • Understanding of government health policy • Project management experience • Ability to facilitate and manage change at a local level

You will be able to

Essential	Desirable
<ul style="list-style-type: none"> • Demonstrate an understanding of the articles and principles of Te Tiriti o Waitangi, including how to apply the principles in a meaningful way in your role • Demonstrate alignment with Te Tai Tokerau values • Work as part of a team 	<ul style="list-style-type: none"> • Experience in multi-disciplinary clinical teaching • Leadership and patient / client management skills

Critical Competencies

Teamwork

- Collaborates with fellow team members and work groups to achieve specific objectives.
- Seeks out opportunities to support others in achieving goals.
- Actively contributes to and accepts consensus decisions.
- Recognises and respects individual differences.

Bicultural Approach

- Understands the significance of, and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way.
- Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Māori.

Self-Management

- Sets high personal standards and strives to achieve goals.
- Is proactive and displays initiative.
- Is resilient to change.
- Understands and acknowledges personal and professional limitations.
- Is aware of professional boundaries and code of conduct.
- Ability to work to deadlines to achieve outcomes.

Patient/Client/Population Focused

- Develops positive relationships with the patients/clients, treating them respectfully and as a first priority.

Communication/Interpersonal Skills

- Empathises with others and considers their needs and feelings.
- Actively listens, drawing out information and checking understanding.
- Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference.

Professionalism

- Shows courtesy, respect caring for patients and their whānau/family in all aspects of nursing practice.
- Demonstrates compassion.

Innovation

- Contributes to group/area discussions that focus on reviewing current practice to optimise patient care.

Flexibility

- Ability to flex within the scope of Registered Nurse practice to meet the changing needs of patients and their whānau/family.
- Responds positively and collegially, to requests for help from other team members.

Planning, Evaluating and Monitoring

- Has the ability to plan, monitor and evaluate care using realistic timeframes and appropriate resources.
- Is proactive in escalating patient care concerns.

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title _____

Signature of employee: _____

Date: _____