

Position Description

Position	Clinical Nurse Specialist
Team / Service	Wellington City Locality
Directorate	Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Locality Operations Manager
Vulnerable Children's Act 2014	This position is classified as a Children's Worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from MHAIDS Adelaide Road facility. From time to time as part of Variance Response you may be required to work in other areas.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/ Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

- The health system will reinforce Te Tiriti principles and obligations
- All people will be able to access a comprehensive range of support in their local communities to help them stay well
- Everyone will have equal access to high quality emergency and specialist care when they need it
- Digital services will provide more people the care they need in their homes and communities
- Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kāpiti and Upper Hutt have similar numbers of Māori and Pacific

people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services Rheumatology Dental Services Regional Public Health and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti Coast

MHAIDS is the Mental Health, Addiction and Intellectual Disability Service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Our Regional Forensic and Rehabilitation Inpatient Mental Health Services are located on site at Rātonga Rua-o-Porirua.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination) to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

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 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. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of Tino Rangatiratanga, Partnership, Equity, Active Protection and Options by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Service Perspective

The Hospital and Health Services of the Districts provide a range of services, one such group of services includes Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans two districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki services include regional

forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Team/Sector Perspective

The [Local Specialist Adult Mental Health and Addiction Services](#) are delivered from three identified localities (Wellington City, Kāpiti-Porirua, and Hutt Valley-Wairarapa), to provide the specialist mental health and addiction treatment for tāngata whaiora who live in each locality. Each locality operates as a single team of clinicians who provide a set of core functions to the local community from the home bases. This role is based in the Wellington City locality which covers from Tawa to Wellington South.

Purpose of the role

The CNS is a broad role which works across the organisation wherever tāngata whaiora intersect with a service's, to ensure continuity of care and best practise standards are applied by the nursing workforce. In addition, they provide expertise and specialty advice as required throughout the organisation. This role will work across the continuum of health care contributing to the multi-disciplinary team (MDT) with the aim of improving nursing practices and achieving equitable health outcomes.

Quality improvement is an important priority. The CNS will provide leadership across clinical environments to identify and support practice improvements and the implementation of evidence-based practice.

Supporting change implementation is an important aspect of this role. The environment is one of continuing change. The CNS role needs to be an advocate for the organisation's strategic direction and change programme providing leadership that enables and supports the change.

The Clinical Nurse Specialist (CNS) working in mental health, addiction and Intellectual Disability services must actively reflect on their work and practice, they will work in ways that enhance the team to support the recovery of service users.

The CNS will respond to the changing needs of the DHB, performing other tasks as required. The CNS is expected to contribute to the implementation of District and nursing goals and values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a centre of excellence for nursing practice.

Key Accountabilities

The following accountabilities derive from competencies outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

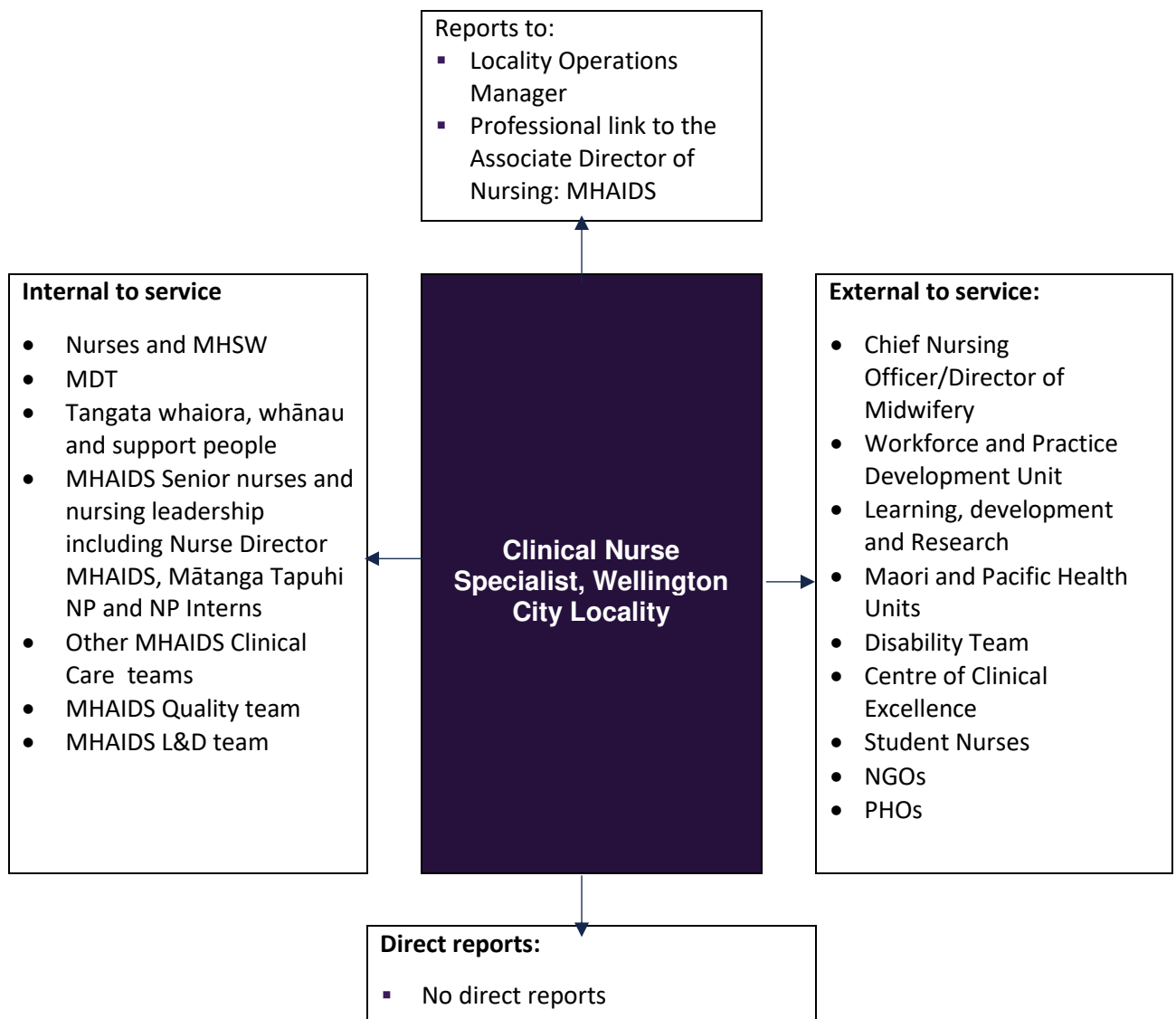
In this Role Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Competency	Behaviours
<p>Domain One: Professional responsibilities Includes accountabilities for professional, legal, ethical responsibilities and culturally safety. These includes being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises patient safety, independence, quality of life and health.</p>	<ul style="list-style-type: none"> ▪ Accepts responsibility for ensuring that their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements; ▪ Demonstrates the ability to apply the principles of Te Tiriti O Waitangi The Treaty of Waitangi to nursing practice; ▪ Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses, nurse assistants and others; ▪ Promotes an environment that enables safety, independence, quality of life, and health for the person and whānau receiving care; ▪ Practices nursing in a manner that the person and whānau determine as being culturally safe.
<p>Domain Two: Management of nursing care (nurses involved in education) Includes accountabilities related to assessment and managing patient care, which is responsive to the person and whānau needs, and which is supported by nursing knowledge and evidenced based research</p>	<ul style="list-style-type: none"> ▪ Promotes an environment that contributes to ongoing demonstration and evaluation of competencies ▪ Integrates evidence-based theory and best practice into education activities ▪ Participates in professional activities to keep abreast of current trends and issues in nursing
<p>Domain Three: Interpersonal relationships Includes accountabilities related to interpersonal and therapeutic communication with people and whānau, other nursing staff and inter-professional communication and documentation</p>	<ul style="list-style-type: none"> ▪ Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing and counselling skills and establishing rapport and trust. ▪ Communicates effectively with the health care team, including using a variety of effective communication techniques, employing appropriate language to context and providing adequate time for discussion.
<p>Domain Four: Interprofessional health care and quality improvement</p>	<ul style="list-style-type: none"> ▪ Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care;

Competency	Behaviours
Includes accountability that as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team	<ul style="list-style-type: none"> ▪ Recognises and values the roles and skills of all member of the health care team in the delivery of care; ▪ Participates in quality improvement activities to monitor and improve standards of nursing.
<p>Te Tiriti ō Waitangi</p> <p>Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti ō Waitangi obligations are adhered to</p>	<ul style="list-style-type: none"> ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance. ▪ Demonstrates an awareness of health inequalities and supports workforce and wider service initiatives that contribute towards reducing these inequalities. ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
<p>Lived Experience</p> <p>Is committed to recovery, wellbeing, culturally responsive and person-directed service design and delivery.</p>	<ul style="list-style-type: none"> ▪ Is committed to upholding the Code of Expectations required by the Pae Ora Act 2022. ▪ Will creates a culture that is safe and supportive of the lived experience and peer support workforce. ▪ Values and prioritises the voice of lived experience and recognises its contribution.
<p>Leadership</p>	<ul style="list-style-type: none"> ▪ Contribute to achievement of strategic direction for defined speciality ▪ Contribute to the high performance of the specialty and maintain an organisation and service wide profile ▪ Lead nursing practice audits and support the development of evidence based clinical practice ▪ Challenge clinical practices and seek resolution ▪ Lead development of nursing workforce to become robust contributors to case presentation, care planning and reviews at multi-disciplinary team meetings ▪ Ensure 90% of Nurses and Mental Health Support Workers are on PDRP (Professional Development & Recognition Programme) ▪ Participate in nursing recruitment and career/succession planning initiatives ▪ Contribute to the management of performance issues
<p>Clinical Expertise</p>	<ul style="list-style-type: none"> ▪ Provide quality advice in complex clinical issues across settings and disciplines ▪ Provide ongoing advice on a range of areas (e.g., clinical assessment, active support, role modelling, medication administration, physical health monitoring) ▪ Initiate regular opportunities to collaborate with service area staff to review clinical practice and outcomes ▪ Take responsibility for providing ongoing expert advice, support and collaboration to ensure nursing practice is consistent with model of care ▪ Active participant in the clinical governance group
<p>Quality and Risk</p>	<ul style="list-style-type: none"> ▪ Active participation in the relevant quality improvement group.

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ Participates in reportable event reviews focusing on nursing practice ▪ In conjunction with Team Leaders/operations manager identifies and undertakes audit activities and other practice evaluation activities ▪ Participates in DHB quality and policy initiatives ▪ Uses planned approach to practice innovation ▪ Active participant in the local data council (inpatient areas only)
Education, Teaching and Research	<ul style="list-style-type: none"> ▪ Working with the L&D team to identify speciality education across the MHAID Services ▪ Acts as an expert resource, coach, and role model within clinical areas. ▪ Uses data (Mārama, QLIK, etc.) to identify and inform strategic developments ▪ Provides supervision to other RNs. ▪ Mentors RNs within their team(s) to provide support for precepting student nurses and newly registered/new to mental health nurses undertaking MH NESP (New Entry to Speciality Practice)
Professional Development	<ul style="list-style-type: none"> ▪ Maintenance of annual practising certificate ▪ Participation in postgraduate/advanced study ▪ Achievement and maintenance of Senior PDRP ▪ Minimum monthly supervision attendance
Health and Safety	<ul style="list-style-type: none"> ▪ Ensures that health and safety practice meets the requirements of Health and Safety at work legislation, applies the district policies and processes and contributes to a culture of safe practice.

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Team work	<ul style="list-style-type: none"> ▪ Collaborates with fellow team members and work groups to achieve service objectives ▪ Seeks out opportunities to support others in achieving goals ▪ Recognises and respects individual differences ▪ Actively contributes to and accepts consensus decisions
Commitment to Kawa Whakaruruhau	<ul style="list-style-type: none"> ▪ Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi in nursing practice ▪ Works towards achieving equitable health outcomes for Māori ▪ Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care ▪ Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity ▪ Supports the expression of hauora Māori models of care and mātauranga Māori
Equity	<ul style="list-style-type: none"> • Is committed to achieving equitable health outcomes for Māori • Demonstrates a proactive stance on equity actions for the other priority populations (i.e., Pacific Peoples, Tāngata Whaikaha and Rainbow communities) • Demonstrates a willingness to personally take a stand for equity • Equity informed decision-making evident in the development of plans, strategies and actions that impact service delivery for Māori • Ensures that actions taken to address inequities are timely, effective, pragmatic and based on robust evidence and change methodologies • Challenges current processes and thinking, leading the development of new thinking that will deliver equitable outcomes • Works in partnership with Māori stakeholders to achieve equity goals for Māori and ensure Te Tiriti o Waitangi obligations are demonstrated • Supports Pacific-led responses • Supports disability-focused/tāngata whaikaha responses
Lived Experience	<ul style="list-style-type: none"> • Has an understanding of recovery that is trauma-informed, strengths based, and wellbeing orientated. • Has a good understanding of lived experience and the peer workforce • Can recognise the value of tāngata whaiora and whānau voices in quality improvement, service design and delivery • Can model partnership with lived experience, creating a culture that is safe and supported of the lived experience voice • Challenges stigma and discrimination

Competency	Behaviours
	<ul style="list-style-type: none"> Understands the importance of involving whānau in care and recognises the need to be led by tāngata whaiora in its involvement
Self-Management	<ul style="list-style-type: none"> Sets high personal standards and strives to achieve goals Is proactive and displays initiative Is resilient and able to adapt to change Understands and acknowledges personal and professional limitations Ability to work to deadlines to achieve outcomes
Communication/Interpersonal Skills	<ul style="list-style-type: none"> Demonstrates compassion 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	<ul style="list-style-type: none"> Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct. Is aware of professional boundaries Shows courtesy, respect, caring for people and their whānau in all aspects of nursing practice
Flexibility	<ul style="list-style-type: none"> Ability to flex within the scope of Registered Nurse practice to meet the changing needs of people and their whānau and the population Responds positively and collegially, to requests for help from other team members

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Have at least four years' experience aligning with Mental Health, Addiction or Intellectual Disability Nursing.
- Has experience in leadership, coaching and mentoring approaches
- Excellent communication, interpersonal and facilitation skills
- Experience in practice development and quality improvement strategies
- Comprehensive knowledge of NZ Health System understanding including equity issues, professional leadership and emerging issues for the nursing profession.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registration with Nursing Council of New Zealand (NCNZ)
- Current Annual Practicing Certificate (APC) and scope appropriate to MHAIDS
- Completion of an undergraduate (leading to registration) or post graduate program in mental health or intellectual disability nursing.
- Masters in Nursing or enrolment in same (60 credits)
- Expert (or equivalent) on PDRP, and A personal commitment to on-going learning and development including attainment/maintenance of PDRP
- Full drivers licence

C. Someone well-suited to the role will place a high value on the following:

- Demonstrates an understanding of the significance of and obligations under Te Tiriti ō Waitangi, including how to apply Te Tiriti principles in a meaningful way in the nursing role
- A commitment to achieving equitable outcomes for Māori
- Knowledge of national and local reviews/policies/strategies that inform the direction of mental health, addiction and intellectual disability services
- Knowledge of contemporary nursing professional development strategies
- Proven experience in facilitating and managing change at a local level
- Knowledge of quality improvement processes and principles including managing projects.
- Knowledge and understanding of the relevant legislation, standards and guidelines

**Ma tini, ma mano, ka rapa te whai
By joining together we will succeed**