

## Position Description

<b>Position</b>	<b>Clinical Nurse Specialist</b>
<b>Team / Service</b>	Mental Health Service Older Persons
<b>Directorate</b>	Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
<b>District</b>	Capital, Coast, Hutt Valley & Wairarapa districts
<b>Responsible to</b>	Locality Operations Manager
<b>Vulnerable Children's Act 2014</b>	This position is classified as a Children's Worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work primarily from the Kenepuru Locality and from multiple locations across the district. 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:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. 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 Mental Health Service Older Persons (MHSOP) is a mental health specialty service. The service is primarily community based and provides specialist assessment, treatment and rehabilitation services for people with a recent onset functional mental illness over the age of 65, people with dementia at the severe end of the spectrum associated with significant behaviour and psychological symptoms referred to as BPSD and also people with complex physical and mental health needs where co management across services may be needed.

The service incorporates a 16 bed unit to facilitate assessment, treatment and interventions for consumers with complex presentations. MHSOP is staffed with medical, nursing and allied health clinicians. There are approximately 50 referrals to the community service per month of which 40% will be new referrals.

The focus of the service is on providing evidenced based interventions in response to complex presenting needs with a primary orientation in philosophy to providing the least restrictive intervention to facilitate ageing in place where possible. Community services visit consumers and whānau in their homes as well as providing support, education and resources to the aged care sector and other community NGOs.

## Purpose of the role

The CNS is a broad role which works across the organisation wherever tāngata whaiora intersect with a service, 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 are in addition to the NCNZ competencies for registered nurses (RN). The CNS is expected to be Senior Expert (CC) and Expert (HV) on the Professional Development and Recognition Programme (PDRP). Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as an advanced practice nurse.

In this Position 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.

Key accountabilities	Deliverables / Outcomes
<b>1. Professional Accountabilities</b>	<ul style="list-style-type: none"><li>▪ Accepts responsibility for ensuring their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements</li><li>▪ Role models expert and advancing practice and applies the principles of Te Tiriti o Waitangi in nursing practice</li><li>▪ Contributes to improving inequities by working with colleagues to operationalise Te Whatu Ora's commitment to meet the Pae Ora (Healthy Futures) Act 2022 obligations as Te Tiriti o Waitangi partners.</li><li>▪ Leads and supports excellence in nursing practice underpinned by the standards of practice for Mental Health Nurses (Te Ao Māramatanga: NZ college of MH nurses)</li></ul>

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> <li>▪ Promotes an environment that enables safety, independence, quality of life, and health for the person and whānau receiving care;</li> <li>▪ Leads the practice of nursing in a manner that the person and whānau determine as being culturally safe.</li> </ul>
<p><b>2. Ensures safe and expert patient care</b></p>	<ul style="list-style-type: none"> <li>▪ Works directly with staff in a variety of clinical settings as an expert resource and role model</li> <li>▪ Uses expert knowledge and skills to perform support nurses to become competent in comprehensive patient assessment, care planning, management of complex needs and the arrangement of follow-up for patients, including the whānau where appropriate</li> <li>▪ Clinical knowledge is advanced to meet complex patient needs</li> <li>▪ Prioritises and responds to direct referrals from health professionals or service users in response to identified criteria/ service standards</li> <li>▪ Uses assessment findings to foresee likely course of events and recommend/ implement appropriate changes to patient care</li> <li>▪ Demonstrates sound levels of clinical judgement and ethical decision making in implementing and/or modifying interventions</li> <li>▪ Utilizes effective problem solving skills with nurses to promote recovery or rehabilitation</li> <li>▪ Facilitates a collaborative, interdisciplinary approach to clinical management, assisting access to appropriate diagnostic tests, interventions and therapies</li> <li>▪ Provides effective emotional and informational support to nurses, tangata whaiora and whānau</li> <li>▪ Ensure nurses accurately document assessment, interventions, referrals and plans of care</li> <li>▪ Uses initiative and clinical judgment in the application of relevant policies, procedures and clinical guidelines</li> <li>▪ Practices autonomously and collaboratively within RN scope of practice, recognises limitations and consults/refers on appropriately.</li> </ul>
<p><b>3. Works collaboratively to ensure safe and effective care delivery</b></p>	<ul style="list-style-type: none"> <li>▪ Acts as a nursing resource across clinical settings and disciplines, sharing clinical expertise both formally and informally</li> <li>▪ Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff</li> <li>▪ Provides clinical expertise/ guidance in the assessing, planning and management of complex patients</li> <li>▪ Supports nurses to effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure a seamless transition between services, including primary and secondary care</li> <li>▪ Supports nurses to develop skills in evaluation of the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly</li> <li>▪ Facilitates the communication of consistent and realistic information to patients and families</li> </ul>

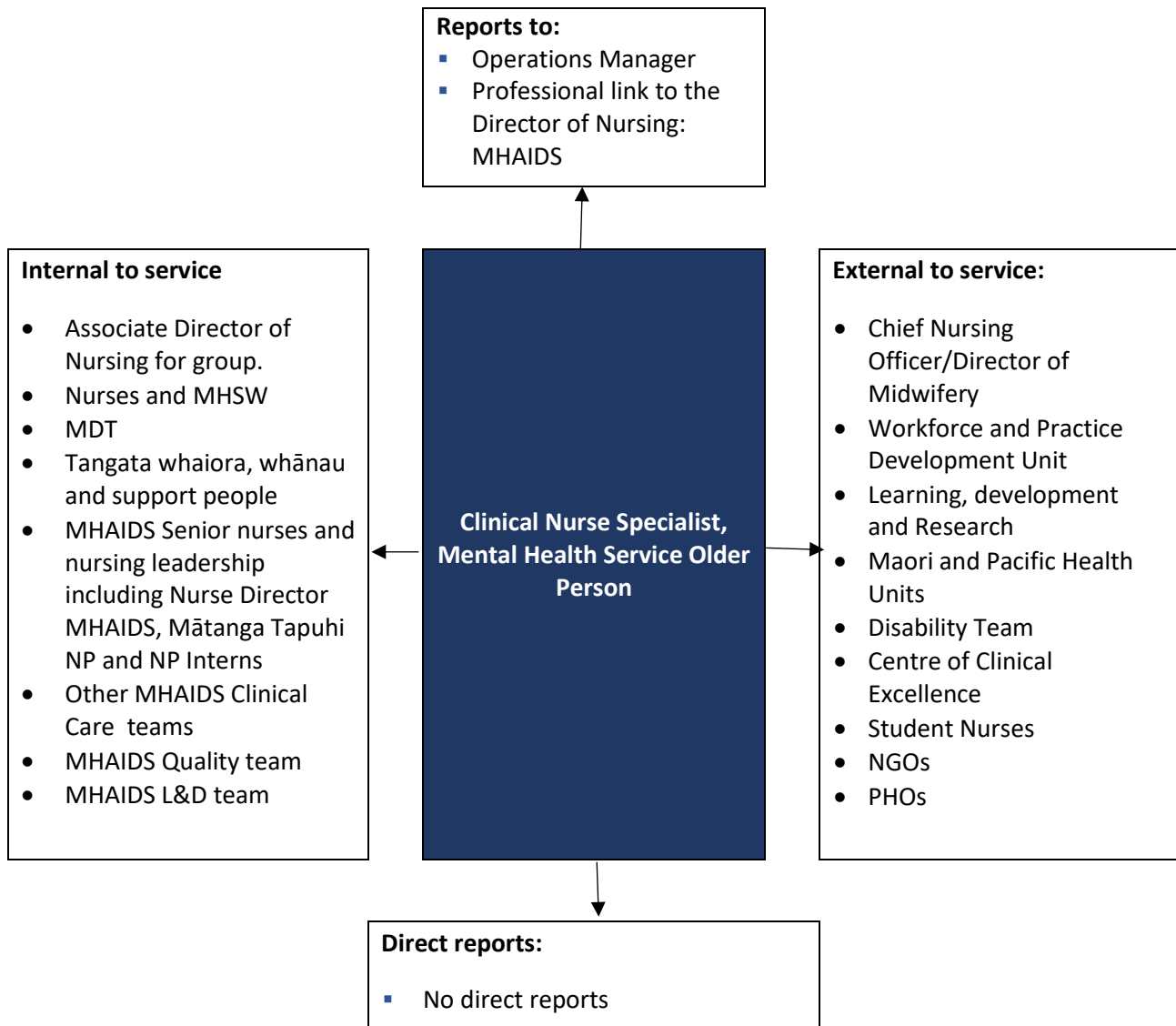
Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> <li>▪ Facilitates opportunities for nursing and medical staff to participate and collaborate in patient care discussion.</li> </ul>
<p><b>4. Provides effective nursing leadership</b></p>	<ul style="list-style-type: none"> <li>▪ Role models and applies the principles of Te Tiriti O Waitangi in nursing practice</li> <li>▪ Champions equity and diversity in the workplace</li> <li>▪ Visible and accessible to direct care nurses</li> <li>▪ Leads practice innovation and initiative</li> <li>▪ Ensure 90% of Nurses are on PDRP (Professional Development &amp; Recognition Programme), and MHSW have a current Performance appraisal alongside the relevant line manager.</li> <li>▪ Leads and influences practice standard to reflect current nursing knowledge, research and best practice</li> <li>▪ Coaches and role models expert clinical skills and professional nursing practice (teamwork, behaviour attitudes and conduct)</li> <li>▪ Incorporates an awareness of broader health policies on provision of care delivery within the district</li> <li>▪ Provides a nursing perspective in organisation and planning at a service level contributing to strategic direction of Service and Speciality</li> <li>▪ Responds with constructive strategies to meet new challenges and initiates/ adopts change early</li> <li>▪ Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar</li> <li>▪ Engages with Care Capacity Demand Management (CCDM)</li> <li>▪ Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management</li> <li>▪ Fosters and participates in peer education, peer review processes, case review and reflective practice</li> <li>▪ Actively involved in local and national reviews of guidelines</li> <li>▪ Provides nursing practice supervision and participates in own supervision.</li> </ul>
<p><b>5. Enhances inter-professional healthcare and provision of quality services</b></p>	<ul style="list-style-type: none"> <li>▪ Effectively communicates with all member of the multidisciplinary team on the management of patients to develop and coordinate a plan of care</li> <li>▪ In collaboration with the services, identifies and proposes quality improvement initiatives using data-driven decision-making and effective change management processes</li> <li>▪ Collates and maintains patient data for analysis, audit and reporting</li> <li>▪ Actively seeks and incorporates feedback, to improve quality of care delivered, through presenting and participating in patient review</li> <li>▪ Evaluates nursing practice against current standards of best practice</li> <li>▪ Monitors and acts upon nurse sensitive quality indicators</li> <li>▪ Contributes/Leads as a clinical expert in the investigation, critical assessment and management of any adverse/reportable events (SAERS)</li> <li>▪ Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes</li> </ul>



Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> <li>▪ Actively involved in long term on-going case and peer reviews</li> <li>▪ Attends appropriate educational meetings including clinical reviews</li> <li>▪ Participates in required mandatory training for clinical staff</li> </ul>
<b>6 Advances nursing and practice through research a scholarship</b>	<ul style="list-style-type: none"> <li>▪ Maintains required clinical competencies and technical expertise evidenced by maintenance of senior nurse PDRP portfolio.</li> <li>▪ Reviews research, literature and practice trends to inform practice and ensure currency</li> <li>▪ Proactive in identifying own professional development needs and negotiating appropriate resources including post graduate courses</li> <li>▪ Identifies researchable practice issues and engages support in undertaking research, audit and/or internal validation studies</li> <li>▪ Promotes the specialty and/or service from a nursing perspective through presentation and /or publication</li> <li>▪ Participates in local/national professional mental health or intellectual disability nursing or specialty groups</li> <li>▪ Uses professional nursing/specialty organisation membership to benefit the practice environment/ nursing service</li> </ul>
<b>7. Proactively Manages Risk and Safety</b>	<ul style="list-style-type: none"> <li>▪ Ensure practice meets health and safety at work legislation and compliance with Health &amp; Safety policy and procedures</li> <li>▪ Actively supporting all health and safety initiatives and contributes to a safety culture for patients whānau and staff</li> <li>▪ Maintain a proactive culture of Health &amp; Safety supported by systems</li> <li>▪ Actively support and ensure compliance with Health &amp; Safety policy and procedures; ensuring staff also support and comply.</li> <li>▪ Identifies and reports clinical risk factors as they pertain to the clinical areas they work within and manages these proactively</li> <li>▪ As clinical expert contribute to reviews incidents/events/complaints as required to minimise risk and use findings to improve practice</li> <li>▪ Maintains professional development to support role competencies and credentialing when required for procedures e.g. expanded practice, colposcopy etc.</li> </ul>



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

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

## 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 Senior nurse 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 o 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**