

Position Description

Position	Clinical Nurse Specialist
Team / Service	Acute Pain Management
Directorate	Hospital Flow
District	Capital, Coast & Hutt Valley
Responsible to	Nurse Practitioner
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 Wellington Hospital

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. Kapiti 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.

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

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

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.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

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.

Team / Service Perspective

The acute pain management service (APMS) provides a consultative, educational and monitoring service for inpatients with acute and complex pain for all clinical areas in Wellington and Kenepuru Hospitals. The service is coordinated by the department of anaesthesia and pain management.

Purpose of the role

To provide comprehensive direct and indirect care, advice and education to patient/whānau population and lead the delivery of high quality clinical care through consultation and support to others in healthcare.

The CNS APMS provides specialist nursing advice, care and expertise, both in delivering direct patient care and in supporting other staff caring for patients to achieve best practice pain management. They will be an active member of the nursing team, directing and delegating care and role modelling professional, educational and preceptorship behaviours.

The CNS APMS:

- Takes a lead role in researching, developing, implementing and evaluating standards of care, in line with evidenced-based practice.
- Leads the development of service specific pathways, protocols and guidelines, in accordance with relevant national and international standards and guidelines.
- Provides nurse-led services in a variety of settings. This role also encompasses the education and support of health workers caring for patients with acute and complex pain (this includes medical, nursing, allied health and whānau), through both informal and formal teaching sessions.
- Improves coordination and quality of care throughout the DHB for people with acute and/or complex pain conditions, promoting the implementation of evidence based care.
- Participates in the planning and delivery of education programmes for health professionals that support and enhance management of pain management.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

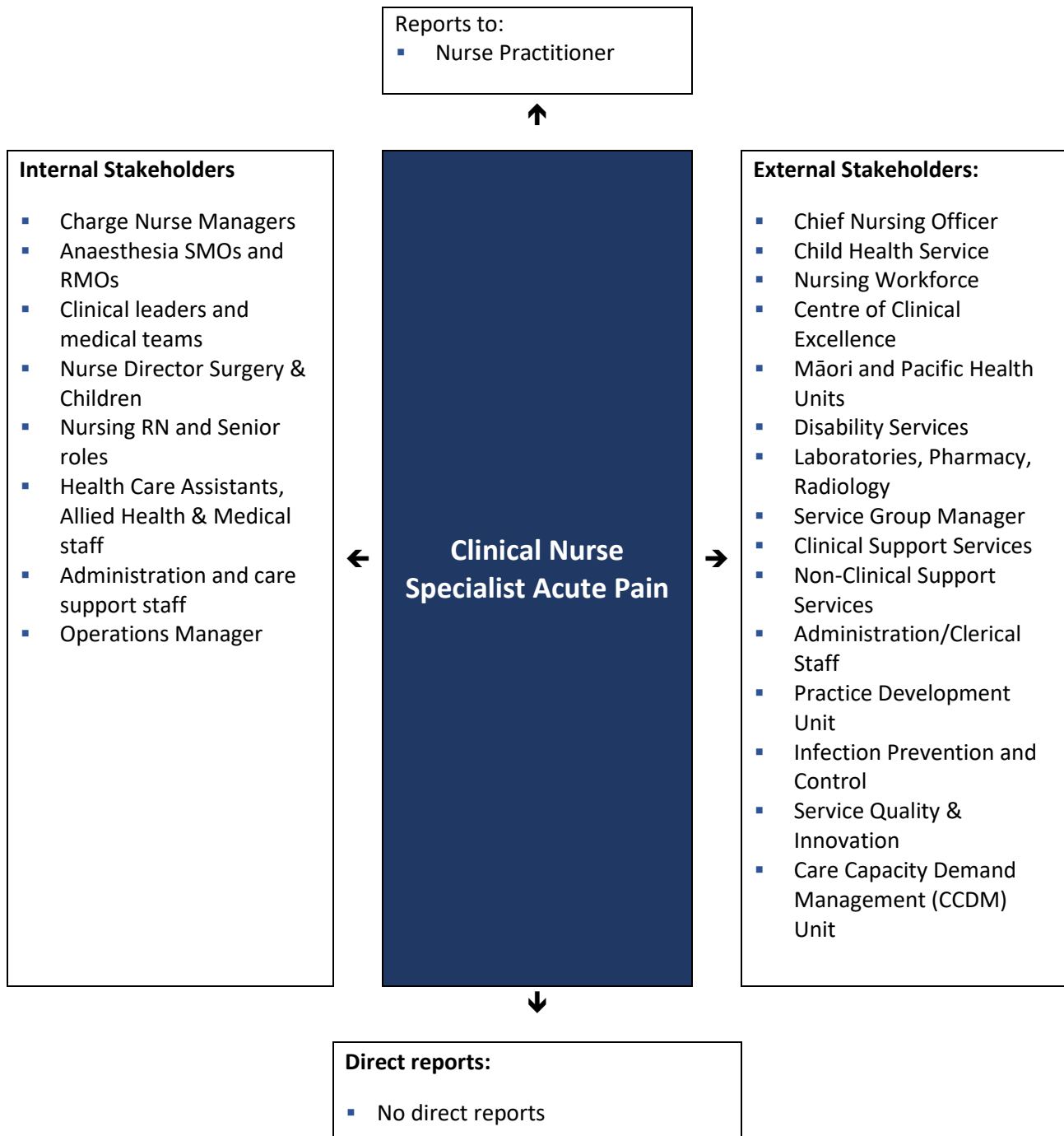
Key accountabilities	Deliverables / Outcomes
1. General accountabilities	<ul style="list-style-type: none"> ▪ Ensure that your health and safety practice meets the requirements of health and safety at work legislation, applies the DHB's policies and processes and contributes to a culture of safe practice. ▪ Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the Code of Conduct. ▪ Respond to the changing needs of the service performing other tasks as required ▪ Champion equality and diversity in the workplace including the Treaty of Waitangi.
2. Provide expert patient care	<ul style="list-style-type: none"> ▪ Uses expert knowledge and skills to perform comprehensive patient assessment, plan care, manage complex needs and arrange follow-up for patients, including the whānau where appropriate. ▪ Clinical knowledge is advanced to meet complex patient needs. ▪ Prioritises and responds to direct referrals from health professionals or service users in response to identified criteria/ service standards. ▪ Uses assessment findings to foresee likely course of events and recommend/ implement appropriate changes to patient care. ▪ Demonstrates sound levels of clinical judgement and ethical decision making in implementing and/or modifying interventions. ▪ Utilises effective problem solving skills with service users to reduce hospitalisation duration and facilitate early safe discharge.

	<ul style="list-style-type: none"> Facilitates a collaborative, interdisciplinary approach to clinical management, working alongside the multi-disciplinary team to facilitate comprehensive patient management Provides effective emotional and informational support to service, patient and whānau Accurately documents patient assessment, interventions, referrals and/or follow-ups. Uses initiative and clinical judgment in the application of relevant policies, procedures and clinical guidelines. Practices autonomously within RN scope of practice, recognises limitations and consults/refers on appropriately. Works directly with patients' whānau and staff in a variety of clinical settings as an expert resource and role model.
3. Provides effective nursing leadership	<ul style="list-style-type: none"> Visible and accessible to direct care nurses. Leads practice innovation and initiative. Is identified as a clinical expert/leader in pain management. Sets expected standard by modelling expert clinical skills and professional nursing practice (teamwork, behaviour attitudes, conduct and appearance). Promotes the inclusion of direct care nurses in decision-making regarding nursing care. Promotes patient management that reflects current nursing knowledge, research and best practice. Incorporates an awareness of broader health policies on provision of care delivery within Capital Coast. Provides a nursing perspective in business and nursing planning processes, at a service level. Responds with constructive strategies to meet new challenges and initiates/ adopts change early. Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar. Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management of the respiratory patient. Fosters and participates in peer education, peer review processes, case review and reflective practice. Actively involved in local and national reviews of guidelines and policies for pain management.
4. Works collaboratively to ensure safe and effective care delivery	<ul style="list-style-type: none"> Acts as a nursing resource across clinical settings and disciplines, sharing clinical expertise both formally and informally. Provides clinical expertise/ guidance in the assessing, planning and management of acute and complex pain. Effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure a seamless transition between services, including primary and secondary care. Supports nurses to exercise independent judgement and apply ethical principles to resolve patient care issues. Evaluates the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly.

	<ul style="list-style-type: none"> Facilitates the communication of consistent and realistic information to patients and families. Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff. Facilitates opportunities for nursing and medical staff to participate in patient care discussion.
5. Enhances interprofessional healthcare and provision of quality services	<ul style="list-style-type: none"> Collates and maintains patient data for analysis, audit and reporting. Actively seeks and incorporates feedback, to improve quality of care delivered, through presenting and participating in patient review. Evaluates nursing practice against current standards of best practice. Monitors and acts upon nurse sensitive quality indicators. Participates in the investigation, critical assessment and management of any adverse/reportable events. In collaboration with the services, identifies and proposes quality improvement initiatives using data-driven decision-making and effective change management processes. Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes. Effectively communicates with all member of the multidisciplinary team on the management of patients to develop and coordinate a plan of care. Attends appropriate educational meetings including clinical reviews. Participates in required mandatory training for clinical staff.
6. Advances nursing practice through research & scholarship	<ul style="list-style-type: none"> Practices within the RN scope of practice. Has successfully reached senior expert level in Professional Development Recognition Programme (PDRP). Maintains required clinical competencies and technical expertise. Critiques research and uses evidence based practice to maintain currency and inform practice. Proactive in identifying own professional development needs and negotiating appropriate resources including post graduate courses. Identifies researchable practice issues and engages support in undertaking research, audit and/or internal validation studies. Promotes the specialty and/or service from a nursing perspective through presentation and /or publication. Participates in local/national professional nursing or specialty groups. Uses professional nursing/specialty organisation membership to benefit the practice environment/ nursing service. Regularly attends professional development programmes or conferences that support advancement and consolidates care for patients with acute and complex pain.
7. Stakeholder engagement	<ul style="list-style-type: none"> Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services. Constructive strategic and tactical relationships and partnerships are developed with a range of groups and individuals both internal and external to the hospital that supports and enables problem solving and the implementation of solutions

	<ul style="list-style-type: none"> ▪ A partnering approach is implemented to the delivery of services to Capital Coast in a way that facilitates and supports shared agenda and objectives.
8. Continuous improvement and innovation	<ul style="list-style-type: none"> ▪ Establish a culture of continuous improvement, ensuring linked and cohesive view of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector.
9. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
10. Health & Safety	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Relationships & Authorities



Capability Profile

The role holder must be able to demonstrate achievement of the competencies of a registered nurse as per the requirements of the Nursing Council New Zealand as per the Health Practitioners Competence Assurance Act (2003). See www.nursingcouncil.org.nz and www.hpca.govt.nz.

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

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse high-tension situations comfortably
Decision Quality	<ul style="list-style-type: none"> Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time Sought out by others for advice and solutions
Partnership with Māori	<ul style="list-style-type: none"> Understands the principles of Te Tiriti o Waitangi and how these apply within the context of health service provision. Applies the notion of partnership and participation with Māori within the workplace and the wider community. Promotes and participates in targeting Māori health initiatives by which Māori health gains can be achieved. Implements strategies that are responsive to the health needs of Māori
Cultural Skills	<ul style="list-style-type: none"> Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Māori perspective as tangata whenua. Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living. Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work. Accesses resources to make sure culturally appropriate and language appropriate services are provided. Draws on a client's own cultural resources and support frameworks.
Process Management	<ul style="list-style-type: none"> Good at figuring out the processes necessary to get things done Knows how to organize people and activities Understands how to separate and combine tasks into efficient work flow Knows what to measure and how to measure it Can simplify complex processes Gets more out of fewer resources
Directing Others	<ul style="list-style-type: none"> Is good at establishing clear directions Sets stretching objectives Distributes the workload appropriately Lays out work in a well-planned and organized manner Maintains two-way dialogue with others on work and results Brings out the best in people

Competency	Behaviours
	<ul style="list-style-type: none"> Is a clear communicator
Ethics and Values	<ul style="list-style-type: none"> Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times Acts in line with those values Rewards the right values and disapproves of others Practices what he/she preaches
Customer Focus	<ul style="list-style-type: none"> Is dedicated to meeting the expectations and requirements of internal and external customers Gets first-hand customer information and uses it for improvements in services Acts with customers in mind Establishes and maintains effective relationships with customers and gains their trust and respect
Drive for Results	<ul style="list-style-type: none"> Can be counted on to exceed goals successfully Is constantly and consistently one of the top performers Very bottom-line oriented Steadfastly pushes self and others for results
Strategic Agility	<ul style="list-style-type: none"> Sees ahead clearly Can anticipate future consequences and trends accurately Has broad knowledge and perspective Is future oriented, can think strategically and develop plans
Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted Is seen as a direct, truthful individual Keeps confidences Admits mistakes Does not misrepresent he/she/they for personal gain
Dealing with Ambiguity	<ul style="list-style-type: none"> Can effectively cope with change Is adaptable and flexible Can decide and act without having the total picture Can comfortably manage risk and uncertainty
Motivating Others	<ul style="list-style-type: none"> Creates a climate in which people want to do their best Can motivate team members Can effectively delegate tasks Invites input from each person and shares ownership and visibility Makes each individual feel his/her work is important Is someone people like working with
Innovation Management	<ul style="list-style-type: none"> Is good at bringing the creative ideas of others to fruition Has good judgement about which creative ideas and suggestions will work Can facilitate effective brainstorming Can project how potential ideas may play out in practice

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Significant nursing experience with demonstrated high level of clinical competence and skill in complex pain management
- Expert speciality knowledge and skills and transferable skills to support advanced RN practice
- Proven ability to take initiative and work unsupervised

B. Essential Professional Qualifications / Accreditations / Registrations:

- Current registration and annual practicing certificate with the NCNZ
- Hold a current Expert PDRP with a commitment to obtaining a Senior Expert PDRP when in the CNS role
- Relevant post-graduate qualification is a Clinical Postgraduate Diploma (required) with support to work towards Clinical Masters
- Postgraduate prerequisite papers for undertaking a prescribing practicum to enable designated RN prescribing in primary health and specialty teams (if appropriate)
- Current driving license

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

- High quality care for the patient/Whānau and a practice focus on equity
- Ensuring that they follow through on their work
- Delivering identified outcomes
- Expert speciality knowledge
- Excellent inter-personal skills

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

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection 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.