

Position Description

Position	Clinical Nurse Specialist – Infection Prevention and Control
Team / Service	Infection Services
Group / Directorate	Sub-specialty Medicine
District	Capital, Coast & Hutt Valley
Responsible to	Charge Nurse Manager, TWO- CCHV Infection Services
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 multiple locations across the district

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.

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 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.

Service/Team Perspective

Infection Services includes five major components of cohesive infection care for Health New Zealand – Capital, Coast and Hutt Valley: Clinical infectious diseases (ID), HIV medicine (HIV), Complex Outpatient Antimicrobial Therapy (COPAT), Antimicrobial stewardship (AMS) and Infection Prevention and Control (IPC). There is close integration with Microbiology and Molecular Diagnostics laboratory services. Infection Services plays a major role in clinical support, quality, and risk management for the organisation.

The HIV service is an integral component of Infection Services and provides integrated care of HIV patients across the Capital, Coast, Hutt Valley and Wairarapa districts. The service has a strong outpatient focus with

the aim to provide patient-centred care. The HIV Service consist of Clinical Nurse Specialists with support from Charge Nurse Manager and Infectious Diseases Physicians.

The Management of Complex Infections (MCI) Service is an integral component of COPAT and is placed within Infection Services. It will provide coordination of patients transitioning from hospital to community on complex antimicrobial therapy and to enhance care of patients with complex or recurrent skin infections with a focus primarily on Māori and Pacific patients throughout the CCHV district. The MCI team consists of two Clinical Nurse Specialists with support from Charge Nurse Manager, an ID Pharmacist, and Infectious Diseases Physicians.

Infection Prevention and Control Service is placed within the Infection Service, and provides an integrated infection prevention and control consultative and advisory service across Capital, Coast and Hutt Valley. The IP service aims to minimise the spread of healthcare-associated infection in accordance with NZS8134:5:2021 within the Capital, Coast and Hutt Valley through:

- Provision of timely and evidence based technical advice to governance structures, clinical and support services within the district on matters related to Infection Prevention.
- Development, review and implementation of the infection prevention and control programme in line with quality processes
- Surveillance of health-care associated infections and organisms of epidemiological significance and data management to inform prevention and quality improvement activities
- Advice and oversight of processes and structures which deliver a safe, hygienic healthcare environment
- Education of staff at all levels and disciplines
- Development of IP policies which comply with relevant legislation and accepted best practice

Operational support is provided through the Acute Flow directorate, and clinical governance is provided via the Infection Prevention and Control Committee and Clinical Board. The IPC service consist of nine part or full-time Clinical Nurse Specialists with support from Charge Nurse Manager, IPC Clinical Lead Infectious Diseases physicians/Clinical Microbiologists and the Infection Service Clinical Lead.

All Clinical Nurse Specialist provides services to all areas of Capital, Coast, and Hutt Valley, and Wairarapa for certain services, including inpatient and outpatient care, ambulatory settings, community services, external contractors to Capital, Coast and Hutt Valley, long-term care facilities and PHOs.

Role Purpose

The Clinical Nurse Specialist (CNS) role for IPC provides practice leadership across healthcare environments to support implementation of best infection control practice. Core functions of the IP CNS include education to staff and other healthcare professionals on issues relating to infection prevention; advice and support to clinical staff on delivery of safe, hygienic care across the spectrum of healthcare environments within our District; provision of expert technical advice to non-clinical and contracting staff to facilitate a safe, hygienic healthcare environment; and contribution to quality improvement initiatives which aim to reduce/prevent infection across the District.

In addition to core IPC functions, Clinical Nurse Specialists will take key roles for portfolios such as Community and ARC facilities, surveillance and quality improvement programmes (e.g. Hand Hygiene), Facilities (with focus on renovation, building and construction works), outbreak and pandemic response. Those with key portfolio roles will have main responsibility for ensuring the priorities and key outcomes and the reporting requirements of the portfolios are met.

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 IPC strategic direction and promote best practice by providing leadership that enables and supports the change. The CNS will contribute to the multi-disciplinary team (MDT) with the aim of improving resident and patient outcome and care.

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.

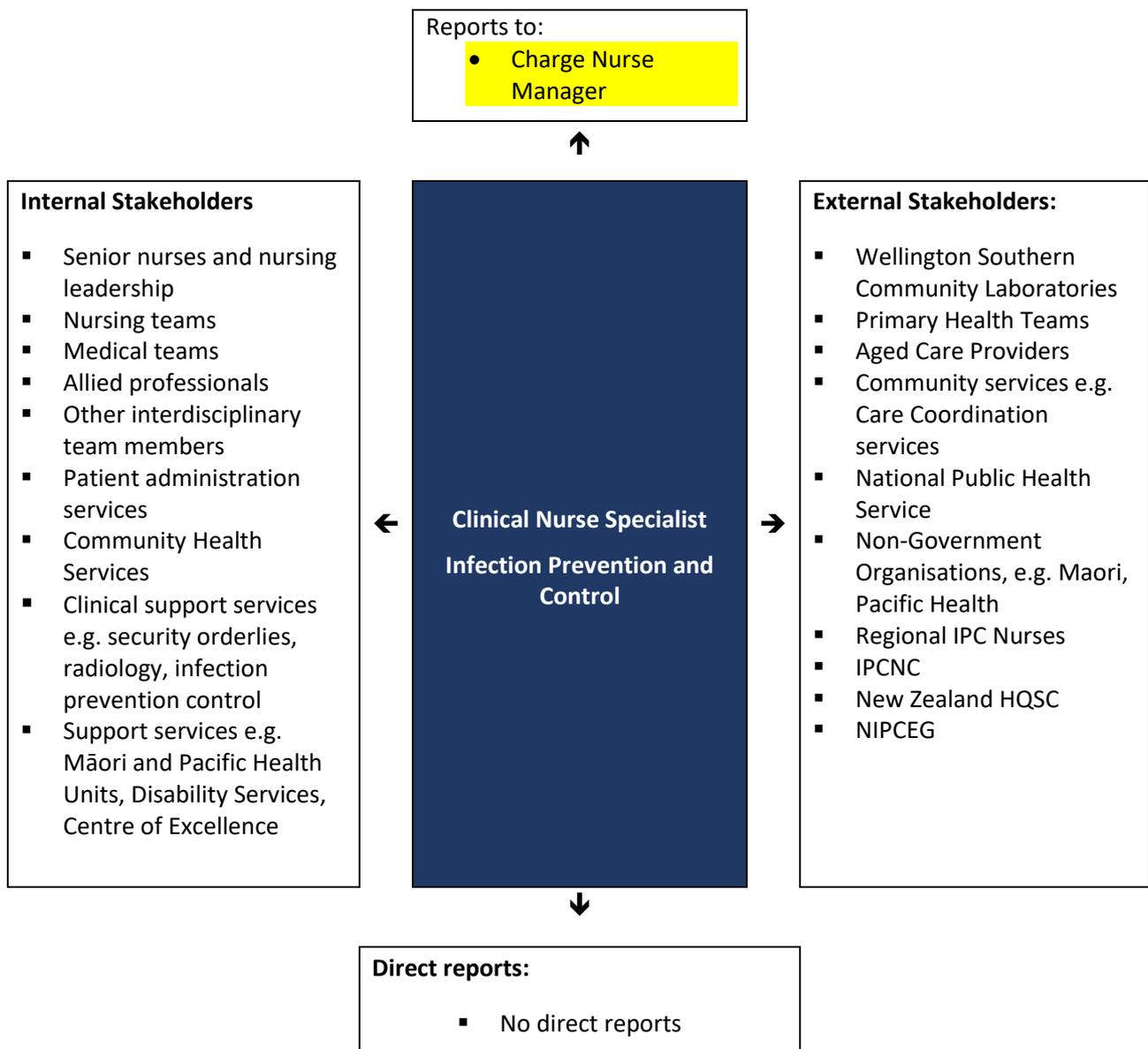
In this Position Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Key accountabilities	Deliverables / Outcomes
<p>1. Professional Accountabilities</p>	<ul style="list-style-type: none"> ▪ Role models expert and advancing practice and applies the principles of Te Tiriti o Waitangi in nursing practice ▪ Champions equity and diversity in the workplace ▪ Champions equity and diversity in the workplace ▪ 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. ▪ Provide leadership and support to advance nursing practice and workforce development with a focus on NP Intern role development
<p>2. Provide safe and expert patient care</p>	<ul style="list-style-type: none"> ▪ Works directly with patients’ whānau and staff in a variety of clinical settings as an expert resource and role model ▪ 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 ▪ Utilizes effective problem-solving skills with service users to reduce hospitalisation duration and facilitate early safe discharge ▪ Facilitates a collaborative, interdisciplinary approach to clinical management, assisting access to appropriate diagnostic tests, interventions and therapies ▪ Provides effective emotional and informational support to service patient and whānau

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ 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 and collaboratively within RN scope of practice, recognises limitations and consults/refers on appropriately.
3. 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 ▪ Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff ▪ Provides clinical expertise/ guidance in the assessing, planning and management of complex patients ▪ Effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure a seamless transition between services, including primary and secondary care ▪ Evaluates the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly ▪ Facilitates the communication of consistent and realistic information to patients and families ▪ Facilitates opportunities for nursing and medical staff to participate and collaborate in patient care discussion.
4. Provides effective nursing leadership	<ul style="list-style-type: none"> ▪ Role models and applies the principles of Te Tiriti O Waitangi in nursing practice ▪ Champions equity and diversity in the workplace ▪ Visible and accessible to direct care nurses ▪ Leads practice innovation and initiative ▪ Leads and influences practice standard to reflect current nursing knowledge, research and best practice ▪ Coaches and role models expert clinical skills and professional nursing practice (teamwork, behaviour attitudes and conduct) ▪ Incorporates an awareness of broader health policies on provision of care delivery within the district ▪ Provides a nursing perspective in organisation and planning at a service level contributing to strategic direction of Service and Speciality ▪ 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 ▪ Engages with Care Capacity Demand Management (CCDM) ▪ Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management ▪ Fosters and participates in peer education, peer review processes, case review and reflective practice ▪ Actively involved in local and national reviews of guidelines
5. Enhances inter-professional healthcare	<ul style="list-style-type: none"> ▪ Effectively communicates with all member of the multidisciplinary team on the management of patients to develop and coordinate a plan of care

Key accountabilities	Deliverables / Outcomes
and provision of quality services	<ul style="list-style-type: none"> ▪ In collaboration with the services, identifies and proposes quality improvement initiatives using data-driven decision-making and effective change management processes ▪ 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 ▪ Contributes as a clinical expert in the investigation, critical assessment and management of any adverse/reportable events ▪ Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes ▪ Actively involved in long term on-going case and peer reviews ▪ Attends appropriate educational meetings including clinical reviews ▪ Participates in required mandatory training for clinical staff
6 Advances nursing and practice through research a scholarship	<ul style="list-style-type: none"> ▪ Maintains required clinical competencies and technical expertise and as applicable expanded practice and national credentialing ▪ Reviews research, literature and practice trends to inform practice and ensure currency ▪ 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
7. Proactively Manages Risk and Safety	<ul style="list-style-type: none"> ▪ Ensure practice meets health and safety at work legislation and compliance with Health & Safety policy and procedures ▪ Actively supporting all health and safety initiatives and contributes to a safety culture for patients whānau and staff ▪ Maintain a proactive culture of Health & Safety supported by systems ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Identifies and reports clinical risk factors as they pertain to the clinical areas they work within and manages these proactively ▪ As clinical expert contribute to reviews incidents/events/complaints as required to minimise risk and use findings to improve practice ▪ Maintains professional development to support role competencies and credentialing when required for procedures e.g. expanded practice, colposcopy etc.

Key Relationships & Authorities



Capability Profile

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

Competency	Behaviours
Equity	<ul style="list-style-type: none"> Commits to helping all of our people to 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

Competency	Behaviours
	<ul style="list-style-type: none"> • Supports Māori-led responses • Supports Pacific-led responses • Supports Disability-focused responses
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 to 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; • Support the expression of hauora Māori models of care and mātauranga Māori
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
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
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 • Is a clear communicator
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
Interpersonal Savvy	<ul style="list-style-type: none"> • Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation • Builds appropriate rapport; • Builds constructive and effective relationships; • Uses diplomacy and tact; • Can diffuse even high-tension situations comfortably
Quality & Innovation	<ul style="list-style-type: none"> • Provides quality service to those who rely on one's work • Looks for ways to improve work processes - suggests new ideas and approaches • Explores and trials ideas and suggestions for improvement made by others

Competency	Behaviours
	<ul style="list-style-type: none"> Shows commitment to continuous learning and performance development

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Clinical expertise and experience aligning with Infection Prevention and Control
- Excellent communication, interpersonal, facilitation and coaching skills
- Experience in practice development and quality improvement strategies
- Comprehensive knowledge informs understanding the NZ Health System including equity issues, professional leadership and emerging issues for the nursing profession
- Note: for a CNS role intended to incorporate NCNZ authorisation in *RN Prescribing in primary health and specialty teams*, there is requirement for a minimum three years practice in the area they intend to prescribe (At least one year of the total practice must be in NZ or similar context)

B. Essential Professional Qualifications / Accreditations / Registrations:

- Expert level in Professional Development Recognition Programme (PDRP) and committed to maintain Expert/Senior (CC) or Expert (HV) PDRP
- Clinical Postgraduate Diploma is the required qualification however there is support to complete a Masters qualification

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

- Commitment to Te Tiriti o Waitangi
- Living the District values
- An enthusiasm and passion for ongoing nursing practice development
- A strong patient care focus with strengths in sharing that information
- High quality care for the patient and whānau with a strong equity focus
- Ensuring that they follow through on their work to deliver on identified outcomes.

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