Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Clinical Nurse Specialist – Te Pae Tiaki | Emergency Department
Reports to	Nurse Manager – Te Pae Tiaki | Emergency Department
Location	[Capital, Coast & Hutt Valley (CCHV) District]
Department	Te Pae Tiaki | Emergency Department
Date	12/08/2026
Salary band (indicative)[i]	NZNO Collective Agreement
Children's Worker role[ii]	[Yes]

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide specialist nursing advice, care and expertise, both in delivering direct patient care and in supporting other staff caring for patients with low acuity and low complexity patients who generally seen within the Ambulatory Care Area. The Clinical Nurse Specialist (CNS) practices with increased autonomy, by working at an advanced level within the RN scope of practice (Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand /NCNZ 2025). The focus is on assisting, directing and supporting patient care and whānau within Te Pae Tiaki | Emergency Department. The CNS role supports excellence in practice through modelling expert clinical skills, promoting best practice, facilitating interdisciplinary collaboration and providing education. The CNS has an active role in the development and achievement of the strategic direction for the Te Pae Tiaki | Emergency Department.

The CNS leads development and implementation of speciality specific pathways, protocols and guidelines, in accordance with relevant national and international standards and guidance. This includes evaluating standards of care, in line with research, policy and evidenced-based practice across a range of settings.

The service expects the CNS to work towards becoming a designated prescriber in primary health and speciality teams with NCNZ authorisation. Te Pae Tiaki | Emergency Department and the patient population benefit from CNS prescribing. The agreed timeframe to become a RN Prescriber will be discussed with existing CNS or when newly appointed and will inform their letter of offer.

The CNS uses advanced nursing knowledge and skills to:

- Contribute to shorted stays and improved patient experience by working at an advanced level within the RN scope of practice (NCNZ, 2025) to improve the effectiveness of care delivery
- Strengthen a nurse-led case-management model for low acuity and low complexity patients
- Practice with increased autonomy to ensure patients presenting with minor injuries and minor illness, receive appropriate management at key care intervals. This includes initiating investigations appropriate for practice level and expertise (supported by policy approved by nursing leadership and service).
- When applicable discharge within agreed clinical guidelines with oversight from an Mātanga Tapuhi Nurse Practitioner (NP), Senior Medical Officer (SMO)
- Escalate patients for review to Mātanga Tapuhi NP and medical colleagues when patient assessment indicates increased complexity and management is needed
- Review case load for acuity, presentations and care volumes quarterly to inform patient flow review and role development
- Provide expertise as clinical experts to optimise care as an advanced nursing resource particularly in the area of wound care management and single isolated limb trauma management
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Key Result Area	Expected Outcomes / Performance Indicators
Professional Accountabilities	• Accepts responsibility for ensuring their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements • Role models expert and advancing practice and applies the principles of Te Tiriti o Waitangi in nursing practice • 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. • Leads and supports excellence in nursing practice
Provide safe and expert patient care	• 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 • 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.
Works collaboratively to ensure safe and effective care delivery	• 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.
Provides effective nursing leadership	• 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
Enhances inter-professional healthcare and provision of quality services	• 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
Advances nursing and practice through research and scholarship	• 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 • Maintains professional development to support role competencies and credentialing when required for procedures e.g. expanded practice, colposcopy etc.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

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Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [Clinical or operational matters that require escalation must be referred to the relevant health professionals, operational and nursing professional lead Nurse Director of Acute Flow

Relationships

External	Internal
• Chief Nursing Officer • Director of • Nursing Acute Flow 2DHB • Charge Nurse Managers • (inpatients)	• Senior nurses and nursing leadership • Nursing teams • Medical teams • Allied professionals

• Other CNS & CNE & NP • MDT • Professional • Development Unit • Wellington Free Ambulance • Awanui Laboratories • Primary Health Teams • Aged Care Providers • Community services e.g. Care Coordination services • Community services e.g. Care Coordination services • Non-Government Organisations, e.g. Maori, Pacific Health • Professional Nursing Associations/Colleges	• Other interdisciplinary team members • Patient administration services • Community Health Services • Clinical support services e.g. security orderlies, radiology, pharmacy, infection prevention control • Support services e.g. Māori and Pacific Health Units, Disability Services, Centre of Excellence • Workforce and Practice Development Unit

About you – to succeed in this role

You will have

Essential:

- [Clinical Postgraduate (PG) Diploma with postgraduate clinical courses (e.g. pathophysiology, advanced assessment and pharmacology) provide essential clinical knowledge for the CNS role. These are prerequisite courses to undertake a RN prescribing practicum. Note: Service and nursing leadership approval is required to undertake the RN prescribing practicum. When applicable PG relevant specialty paper is supported.
- Current NCNZ Registered Nurse Annual Practicing Certificate.
- Clinical expertise and experience aligning with Te Pae Tiaki | Emergency Department Note: NCNZ requirement for a minimum three years practice in the area CNS intend to prescribe (At least one year of the total practice must be in NZ or similar context.
- At Expert or Senior level in Professional Development Recognition Programme (PDRP) and committed to maintain Senior once appointed to position
- Excellent communication, interpersonal, facilitation and coaching skills
- Demonstrate initiative, motivation and a commitment to learning.
- Comprehensive understanding the NZ Health System including equity issues, professional leadership and emerging issues for the nursing profession

Desired:

- [Demonstrate experience in implementing Te Tiriti o Waitngi in action.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
  Take responsibility for their own development and supports the development of others where appropriate.
  Desired:

- [Demonstrate an enthusiasm and passion for ongoing nursing practice development
- Demonstrate a strong patient care focus with strengths in sharing that information
- Demonstrate high quality care for the patient and whānau with a strong equity focus
- Demonstrate follow through on their work to deliver on identified outcomes.

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[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.