# POSITION DESCRIPTION

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| Position | **Resuscitation - Clinical Nurse Specialist**  | **Direct Reports** | Resuscitation educators |
| **Responsible To** | Director of Nursing and Midwifery | **Location** | Rotorua and Taupō |
| **Financial Delegations** | Nil | **Date** | June 2024 |
| **Relationships Internal** | Nursing StaffClientsFamily, whanau, caregiversResuscitation CommitteeNZRC Resuscitation InstructorsClinical Nurse ManagersProfessional Development UnitNursing/Midwifery staffSenior Medical OfficersJunior DoctorsMedical Management UnitAllied Health teamsMultidisciplinary teams  | **Relationships External**NZ Resuscitation CouncilResuscitation Clinical Nurse Specialists from other DistrictsMedical Equipment SuppliersGPsPractice NursesNurse VaccinatorsDentists and Dental Assistants |  |

## Primary Purpose(s) of the Position

The Clinical Nurse Specialist Resuscitation will promote evidence-based resuscitation through education and skills acquisition or all Lakes District staff.

* Encourage optimal standard of resuscitation procedures throughout Lakes District based on the NZRC and International (ILCOR) standards.
* Provide ongoing training and support for nurses/midwives, medical staff and other clinical and non-clinical personnel – training staff in resuscitation levels according to the Certificate of Resuscitation and Emergency Care (CORE).
* Develop and maintain standards of practice, policy and procedures for resuscitation management and training (with other stakeholders).
* Identify training needs and develop programmes to address these.
* Maintain educational records relating to resuscitation and recognition of deteriorating patients.
* Provide advice on evidence-based approach to clinical practice.
* Auditing of equipment, EWS and resuscitation events.
* Participates in initiatives to address the cost effectiveness and quality of management of cardiac arrest and resuscitation training.
* Co-ordination of the Health Professional Resuscitation Instructors (HPRI) within Lakes District.
* Development of national/international links to ensure quality provision of resuscitation to all clients of Lakes District.
* Work in partnership with the NZ Resuscitation Council (NZRC), Lakes District Resuscitation Committee, Director of Nursing and Midwifery and fellow HPRIs to deliver clinical education initiatives to ensure that standards of resuscitation are maintained.
* Maintain personal/professional development.
* Provide resuscitation training as part of the generic orientation programme.
* Provide education that is based on the principles of adult learning and in keeping with professional standards.
* To review and develop the Early Warning System (EWS) policy, documentation and practice.
* Participate in case reviews as required in consultation with the Quality and Risk Department.
* Co-ordinate 3-monthly meetings of the Resuscitation Committee to review initiatives or procedural changes to resuscitation practice.

Participate in quality improvement activities relevant to the role and to prevention of deterioration of patients

| Key Objectives | **Expected Outcomes** |
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| **Professional Standards of Practice** *Act as an expert resource in resuscitation* | * Respond to and assist in emergency situations;
* Support staff throughout the continuum of a resuscitation (before, during and after the resuscitation attempt);
* Act in a professional manner demonstrating problem solving, conflict management, decision making and prioritising skills;
* Contribute to developing and updating standards and guidelines based on current research and literature;
* Attendance at appropriate nursing and multidisciplinary committees by selection or appointment;
* Attendance at appropriate nursing and multidisciplinary committees by selection or appointment;
* Role models professional behaviour and a high standard of resuscitation practice at all times;
* Demonstrates a flexible approach and ability to cope with a varied workload.
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| **Education and Training** *Ensure staff are trained to established standards and that practice is monitored on a regular basis* | * Identify training needs and develop programmes to address these.
* Ensure staff are trained to established standards and that their practice is monitored on a regular basis by:
	+ Providing resuscitation training and support for doctors, nurses/midwives appropriate to their level of practice.
	+ Providing resuscitation and EWS training and support for other clinical and non-clinical groups, including physiotherapists, occupational therapists, administration staff etc across Lakes DHB appropriate to their level.
	+ Training provided through orientation, study days, scheduled and unscheduled teaching sessions, both in the classroom and within clinical areas.
	+ Providing doctors, nurse educators and clinical nurse managers with regular updates on any changes in practice guidelines to ensure dissemination of information.
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| **Communication and Documentation** *Ensures communication maintains effective links both within and outside the organisation by:* | * Developing and maintaining good working relations with Lakes District staff and managers.
* Consulting with staff and management across the organisation to improve cardiac arrest management and standardisation of practice and equipment.
* Maintains own personal records to a professional standard.
* Participating in or chairing relevant meetings, committees as required both within and outside the organisation and feeding back to staff as relevant and appropriate.
* Develop and maintain key partnerships crucial to the success of the resuscitation role.
* Communicate effectively, positively and courteously.
* Resolve problems and conflict effectively.
* Promote a team environment which enhances partnership and co-operation.
* Demonstrate ability to access information systems as appropriate.
* Provide support as required on critical incidents involving resuscitation.
* Documentation meets organisational standards.
* Role model the use of delegation and supervision skills effectively.
* Produce reports on education initiatives, individual performance management and specific clinical competence as set by NZRC, ILCOR and Lakes District.
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| **Contribution to****Service delivery***Interacts with team and promotes best practice* | * Acts as a resource relating to resuscitation and deteriorating patients for members of the multidisciplinary team;
* Provides clinical input into the development of policies, procedures and strategies
* Provides positive clinical leadership, guidance and support to staff.
* Participate in initiatives to address the cost effectiveness and quality of management of cardiac arrest and resuscitation training.
* Support the activity of the Resuscitation Committee.
* Assist with the production of reports on education initiatives, individual performance management and specific clinical competence as set by NZRC, ILCOR and Lakes District.
* Act as a resource relating to resuscitation and deteriorating patients for members of the multidisciplinary team.
* Contribute to a resuscitation training plan at the beginning of each financial year.
* Work with the CNS to ensure that a quality resuscitation education service is provided within the constraints of the budget.
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| **Other requirements**  | * The Lakes District is required to provide 24 hour services which at times may require you to change duties or redeploy to another unit/department to ensure safe patient care.
* This position description is not exhaustive and you may be requested to perform other reasonable tasks within your scope of practice.
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| Key Objectives | Description | Expected Outcomes |
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| **Communication and Personal Interaction****Te Ringa Hora*****the open hand (denoting someone who is sociable)*** | Openly communicates and cooperates with all levels of DHB employees, patients and visitors. | * Listens actively absorbs messages and responds appropriately
* Builds and maintains open respectful relationships.
* Openly and constructively participates in conversations with multidisciplinary team, patients, managers and visitors.
* Accepts differences of opinion can occur but these happen respectfully.
* Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situation.
* Patients and visitors are appropriately welcomed and treated while within Te Whatu Ora Lakes
* Communicate effectively with members of staff, the public, and other external organisations.
* Demonstrates effective interpersonal skills and commitment to patient centred care
* Demonstrates sound verbal and written communication skills
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| **Strategy & Performance****Te Ringa Raupā*****the roughened hand (symbolising a hard worker)*** | Spends energy on delivering role requirements and meeting objectives. | * Has an energetic approach to work and is self-motivated.
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| Organises own time to deliver on required tasks and duties. | * Accepts direction and instruction of manager but is able to work effectively without direct guidance.
* Maintains expected productivity in line with assigned duties.
* Organises time and resources effectively.
* Understands and work towards achievement of the organisation’s goals.
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| **Development and Change****Te Ringa Ahuahu*****the hand that shapes or fashions something (refers to someone who is innovative)*** | Accepts change in day to day practices and contributes to decision making of the team.Makes suggestions to increase efficiency of the unit. | * Can adjust behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress
* Works with managers and team to make any changes within practices work
* Contributes to change processes, offering solution based ideas
* Constructively makes suggestions to improve process or practices and gain efficiencies
* Accepts when ideas are not accepted for implementation
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| **Personal Accountability****Te Ringa Tōmau*****the hand that is trustworthy*** | Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.Looks for and undertakes development activities appropriate for role and career development. | * Offers constructive criticism and accepts feedback.
* Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situations, to allow improvements to be made.
* Accepts all feedback and participates in feedback discussions appropriately
* Responds and queries how improvements can be made
* Advises manager wherever issues may be impacting on performance
* Recognises areas that could be improved in own practice
* Requests learning and development opportunities to enhance practice in role and/ or to assist where improvements can be made.
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| **Culture and Values****Te Ringa Taurima*****the hand that nurtures, encourages, supports*** | Operates in line with Lakes values and expectations and professional codes of conduct. | * Demonstrates manaakitanga, respect, integrity and accountability in every day performance.
* Incorporates the Lakes Way into day to day business activities.
* Demonstrates the culture and the agreed behaviours of Te iti Kahurangi.
* Shows respect for patients, colleagues, managers, Multi-disciplinary team and others.
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| Compulsory Requirements | Expected Outcomes |
| --- | --- |
| **Māori Health***Māori philosophies and values of health are demonstrated in work practice.* | * Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Lakes Maori Health division in the planning and delivery of services.
* Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori.
* Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care.
* Māori are enabled to access and participate in cultural activities provided by the Lakes.
* A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Lakes is shown.
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| **Te Iti Kahurangi***The Lakes Way, Our Place Our Culture.* | * Works within the Te Iti Kahurangi framework and supporting guide document.
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| **Record Keeping** | * Complies with the Te Whatu Ora - Lakes Corporate Records Management policy to create and maintain full and accurate records.
* Complies with Nursing Council and NZNO documentation standards
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| **Quality & Risk***Patient safety is paramount to the service we deliver at Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.* | * Identify all risks that will prevent Lakes from achieving its goals
* Put the patient at the centre of all improvements
* Employees are supported to lead by example and implement a culture of continuous quality improvement.
* Reports and manage risks appropriately
* Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.
* All near misses/incidents/accidents are reported to the appropriate line manager within 24 hours.
* Risks that may prevent Lakes from achieving their goals are identified, reported, and managed.
* Māori patients are provided patient-centred care to achieve positive Māori health outcomes.
* Needs of Māori are reviewed and reported in the further development of practice, process and or policy.
* Evidence-based methodologies are used to support improvements, e.g. Kaupapa, Māori methodology.
* Quality care is provided to certification standards.
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| ***Health & Safety****Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.* | * Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Lakes policy and legislative requirements.
* Healthy lifestyles are actively promoted and participated in, within the work area.
* Employees participate in Health and Safety within areas of work.
* Health and Safety activities are appropriately documented within specified timeframes.
* Health and Safety policies have been read and understood and are applied in the workplace.
* Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately.
* Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.
* All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.
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### Signatures:

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| **Line Manager:**Position Description Approved: |  | **Employee:**Acceptance of Position Description: |  |

*(Please also initial all other pages to show acceptance of position description.)*

| Person Specification | Essential | Desirable |
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| **Education and Qualifications** | * Registered Nurse with a current Nursing Council of New Zealand (NCNZ) practising certificate in the appropriate scope
* A relevant post graduate nursing qualification.
* Qualified Resuscitation Instructor as set by the NZ Resuscitation Council with a valid certificate
 | * PG Diploma or above in nursing practice
* PG study in education
* Teaching / Education courses or qualifications
* Current driver’s license
* Demonstrated commitment to continuous quality improvement.
* Demonstrated commitment to resuscitation/clinical education that is based on principles of adult learning
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| **Experience** | * 3 years or greater nursing experience
* Proven ability to work effectively in emergency situations.
* Regular teaching / education involvement in clinical practice
 | * Proficient or higher on the Professional Development Recognition Programme
* Current or recent preceptor or supervisor experience
* Ability to work effectively in a multidisciplinary team.
* Ability to share clinical expertise and experience with professional colleagues, both nursing and non-nursing
 |
| **Knowledge** | * Te Tiriti O Waitangi in practice, process, policy development and decision making.
* Health and Disability Code of Consumer Rights 1996
* Health Information Privacy Code 1994
* Nursing Council of New Zealand Code of Conduct 2004
* Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005
* Medicines Act 1981 and Medicines Regulation 1984
* Misuse of Drugs Act 1975 and Regulations 1977
* Treaty of Waitangi Act 1975 and its application to the health setting.
 | * Evidence of relevant professional development in specialty clinical knowledge and skills
* Show cultural sensitivity and safe practice.
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| **Skills** | * Pronunciation of Te Reo Māori words and names.
 | * Proficiency in tikanga and te reo.
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| **Heath Practitioners Competence Assurance Act 2003** | * You are required to maintain your current competency based practicing certificate.
* You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
* You must complete the requirements of any competency program.
* You must notify the employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
* You are required to know the provisions of the HPCAA as the governing legislation
 | * Computer literacy
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| **Personal Attributes** | * Caring and compassionate attitude towards clients, whanau and co-workers
* Motivated and self directed
* Excellent interpersonal skills
* Adaptability and flexibility
* Prioritisation, time and workload management skills
* Works well within team to achieve collective outcomes.
* Ability to act as a change agent
 | * Non-smoker preferred.

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| **Work Tasks (may include any combination of the following)** | * Plans, implements and evaluates training for staff according to accepted best practice and standards;
* Works in consultation with other health professionals to ensure policies and processes are current best practice
* Answers questions and providing information to staff
* Supervises and co-ordinates the work of other resuscitation trainers
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| **Work Environment** | * Works indoors in hospital wards and clinics and other health care facilities in private and public hospitals and medical centres and specialist practices and clinics.
* Works in adequately lit, heated, ventilated and clean, well maintained and hygienic workspaces
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| **Work function or Activity** | * Light to heavy physical demand.
* Sits occasionally during training delivery, writing reports and at staff meetings.
* Stands and walks frequently as part of training delivery, gathering and using simulation equipment, and carrying out audits in clinical areas
* Lifting up to a heavy demand will be required when providing or setting up training.
* Occasional bending, squatting, crouching, stretching, twisting and reaching may be required when carrying out training
* Occasional repetitive hand and finger movements will be necessary when using computers and writing notes.
* Mental activities necessary include a high level of cognitive functioning with nursing, observation, evaluation, assessment, communication, interpersonal, organisational, problem solving and decision-making capabilities.
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## About Te Whatu Ora – Lakes

At Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

### Vision

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well-being, and ora - describing the state of wellness.

### Strategic Mission

* Achieve equity in Māori health.
* Build an integrated health system.
* Strengthen people, whanau and community wellbeing.

### Three Core Values

**Manaakitanga** Respect and acknowledgment of each other’s intrinsic value and contribution.

**Integrity** Truthfully and consistently acting collectively for the common good.

**Accountability** Collective and individual ownership for clinical and financial outcomes and sustainability.

## Te Iti Kahurangi – The Lakes Way, Our Place, Our Culture – We Will



## Te Tiriti O Waitangi

### Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

### Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

### 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 tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

### Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown’s commitment to upholding its Tiriti promises.