

POSITION DESCRIPTION

Position: Clinical Nurse Specialist

Responsible to: Clinical Nurse Manager - iCAMHS
Service Manager, Mental Health & Addiction Services

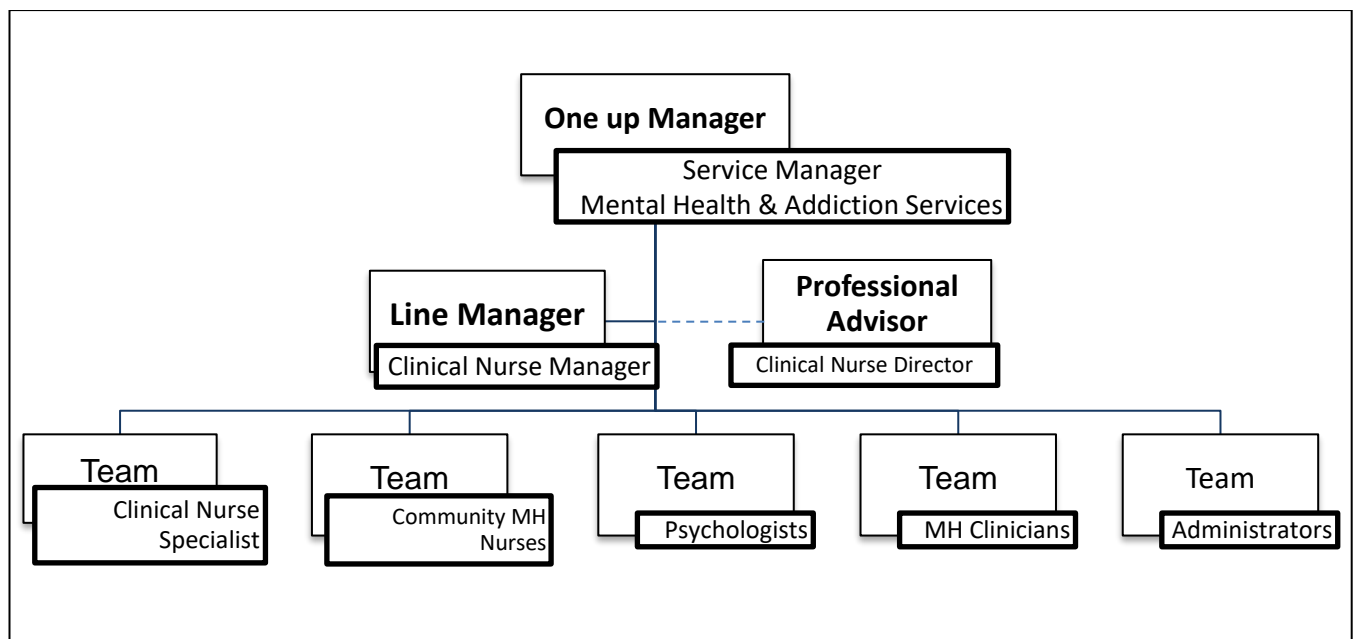
Direct Reports: Nil

Location: Rotorua

Functional relationships:

<p>Internal: Clinical Nurse Directors Clinical Nurse Educators (CNE) Associate Director of Nursing (ADoN) Director of Nursing and Midwifery Other Clinical Nurse Specialists Community Mental Health Nurses Acute Inpatient Nursing Staff Consultant Psychiatrists Nursing Staff including district nursing Administrative & Clerical Staff Allied Health Staff Medical Staff Maori Health teams Multidisciplinary team Other Departments</p>	<p>External: Family/Whānau, caregivers Patients Visitors General Practitioners Social Services Community Agencies Non-Government Organisations</p>
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Date: October 2021



Primary purpose(s) of the position

To provide

- To facilitate the delivery of effective clinical services ensuring quality patient care and a safe patient journey across the care continuum.
- To provide an advanced level of nursing & therapy specific care, based on current best practice and collaborative working within the interdisciplinary team.
- Performance measures for all nurses fall in to two parts, the first part being compliance with the following Lakes DHB generic core competencies and the second part being achievement of the specific requirements of the job description.
- The Clinical Nurse Specialist (CNS) role is framed by both clinical expertise and academic preparation. The CNS contributes to the mental health nursing knowledge and skills in the assessment of health needs, planning and nursing care delivery in the context of a therapeutic relationship. Within the acute practice setting the focus is on supporting clients to achieve the maximum mental health potential

Key Objectives	Description	Expected Outcomes
Nursing Practice	The Registered Nurse provides safe effective client care using professional knowledge and skills in accordance with the Registered Nurse Scope of Practice and Nursing Council of New Zealand competency requirements.	<ul style="list-style-type: none"> • Demonstrates continuing achievement of competencies within the four domains for a Registered Nurse with Nursing Council of New Zealand <ul style="list-style-type: none"> i. Professional Responsibility ii. Management of nursing care iii. Interpersonal relationships iv. Inter-professional health care and quality • Maintains NCNZ requirements of an annual practicing certificate. • Meets the orientation and ongoing knowledge and skill requirements for relevant clinical areas. • Maintains currency in organisational core certification as relevant to the clinical area. • Notify your manager of any changes to your scope of practice or conditions on practice (determined by NCNZ). • Comply with any specific conditions on practice as determined by NCNZ. • Maintains knowledge of and practices within the HPCA Act, code of conduct NCNZ and other governing legislation relevant to the nursing role. • Practices within LDHB policies, protocols and Nursing Practice Standards. • Provides specialist clinical care following the principles of the model of care Te Ara Tauwhiro tanga – Pathways that lead us to act with kindness.
Clinical Nursing Practice	Demonstrates specialist nursing skills and knowledge in relation to acute mental health nursing care	<ul style="list-style-type: none"> • Role models expert clinical mental health nursing assessment, planning and care delivery that illustrate 'best practice' • Safe, quality nursing practice is delivered in accordance with health care consumer needs, standards of nursing practice, Lakes District Health Board policies and guidelines is provided. • Uses an evidence based approach and advanced nursing knowledge • Performs confidently and proficiently, clinical skills and competencies specific to area. • Therapeutic interventions and medications are administered in accordance with Lakes District Health Board policies. • Demonstrates autonomous establishment of assessments and care plans. • Uses a variety of treatment modalities to meet the needs of the consumers/tangata whaiora • Acts proactively by recognising subtle changes in consumers/tangata whaiora condition and refers accordingly. • Plans discharge/transition/transfer of care using appropriate resources, other health care professionals, and agencies as appropriate. • Assists nurses to develop and enhance their therapeutic nursing interventions, this may include facilitating nursing led groups/sessions for consumers/tangata whaiora • Utilises Feedback Informed Treatment as vehicle for maximising whaiora/whanau participation, protection & partnership in the context of therapeutic alliance.
Contribution to Service delivery	Member of the Nursing team, contributing to collaborative team work, and individual responsibility for generating and maintaining accurate TrendCare data.	<ul style="list-style-type: none"> • May be responsible for a portfolio within the unit i.e. quality improvement projects. • Provides support to colleagues and the multidisciplinary team to meet patient care and service needs. • Must ensure the correct type and predictions are completed for each patient on the morning shift for the next 24 hours, or for the remaining shifts if admitted in the afternoon/night. • Patient care must be actualized for each patient on each shift

		<p>within the designated time frame.</p> <ul style="list-style-type: none"> • New patients must have correct patient type and care predicted within 30minutes of admission. • Ensure allocate staff screen reflects any worked hours not available to provide inpatient care. • With CNM or colleagues reviews and adapts workload allocation in response to clinical demand and nursing resource, utilising trendcare data. • May be required to work in other units to meet patient care needs. • May take the leadership role by coordinating the shift. • Is mindful of and responsible for the appropriate and cost effective use of resources in relation to allocated patients within the unit.
Contribution to effective clinical service delivery	Provides support to line manager/CNM in achieving the aims of the department.	<ul style="list-style-type: none"> • Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM • Actively facilitates and role models team working and flexibility between clinical and support staff members • Works proactively with medical specialists and nurse specialists to ensure effective services to patients using the department. • Provides care which enables effective patient journeys through the care continuum.
Safe Practice	Demonstrates clinical, ethical, legal and cultural safety to practice	<ul style="list-style-type: none"> • The nurse specialist works in a way that promotes people's entitlement to consideration and respectful care without prejudice. • Acts as a clinical supervisor and promotes the benefits of supervision in maintaining safe practice. • Alerts CND, AdoN, CNM and CNE immediately when matters arise that may compromise clinical safety for the consumers/tangata whaiora • Attends cultural awareness sessions and Treaty of Waitangi workshops developed by Lakes District Health Board, and utilises appropriate resource personnel. • Respects the rights of each person to dignity, privacy and confidentiality in accordance with Lakes District Health Board Code of Rights and the Privacy Act. • Acts in resolving ethical dilemmas and makes ethical decisions within the framework of care and responsibility. • Acts within guidelines of informed consent • Challenges established practices. • Follows up unsafe/unprofessional behaviour. • Acts appropriately to ensure clinical safety
Education	Undertakes teaching and learning activities with consumers/tangata whaiora, their families and colleagues.	<ul style="list-style-type: none"> • Delivers education specific to service to consumers/tangata whaiora and family/whanau. • Integrates teaching into patient/client care • Contributes by promoting educational opportunities that enhance professional practice. • Provides planned in-service programme to health care professionals and caregivers. • Supports audit and research activity within the acute environment. • Facilitates the learning of student nurses/medical personnel and provides appropriate feedback to tutors and students. • Willingly shares knowledge and skills with colleagues.
Communication	Interacts effectively with consumers/tangata whaiora, family/whanau members and health team workers	<ul style="list-style-type: none"> • Demonstrates effective communication and listening skills. • Functions as an effective team member. • Demonstrates a professional attitude with his/her interactions with patients/clients, the public and multidisciplinary team members • Ensures consumers/tangata whaiora are well informed regarding treatments, investigations and on-going management. • Demonstrates assertiveness skills.

		<ul style="list-style-type: none"> • Correct and pertinent information is communicated using correct channels. • Recognises actual and potential conflict situations. • Demonstrates an awareness of own communication styles and skills. • Utilises negotiation and conflict resolution skills to foster collaboration. • Gives constructive feedback to colleagues/team. • Demonstrates skills in written communication. • Assessment and interventions are clearly documented, supports others to document findings to the same standard • Maintains documentation according to Lakes District Health Board Policies. • Keeps consumers/tangata whaiora records and provides information and statistical data as required. • Writes reports and submissions as required. • Demonstrates effective counselling skills, and refers on as appropriate. • Shares knowledge of nursing practice with other disciplines. • Develops and maintains key partnerships crucial to the success of the role. • Establishes and maintains effective local, regional and national networks. • Collaborates with other health professionals to ensure a quality service. • Promotes a team environment which enhances partnership and cooperation • Demonstrates ability to access and utilise information systems effectively as appropriate. • Develop and encourage a customer focus. • Role models professional behaviour
Management and leadership	Demonstrates effective management and leadership skills	<ul style="list-style-type: none"> • Promotes positive working relationships within the team, working effectively within a client centred model • Demonstrates well developed time management skills and ability to set priorities. • Leads the development of new practice initiative • Effectively co-ordinates client care with multidisciplinary team members • Guides less experienced colleagues
Delegated duties	Accepts duties as delegated by the line manager	<ul style="list-style-type: none"> • Completes any delegated duties in a professional manner • Willing to assume added responsibility as needed
Consultation and Liaison		<ul style="list-style-type: none"> • Provides clinical consultation to the wider mental health service as required • Provides clinical consultation to the wider Lakes District Health Board services as required (nurse-to-nurse consultation) • Acts as liaison nurse as needed
Utilisation of Telehealth	Provision of patient centric care which will give patients the option of telephone or video appointments where there is no need for an in-person appointment.	<ul style="list-style-type: none"> • Service provision is in line with the New Zealand Health Strategy and the Nurse Executives of New Zealand Telehealth Position statement to provide care “closer to home”. • Assist doctors and nurse practitioners to deliver care via video and phone. • Advise patients in the use of telemonitoring devices (where appropriate) and provide follow-up care to prevent unnecessary hospital admissions.



Te Ringa Tōmau

Te Ringa Hora



Te Ringa Raupā



Te Ringa Ahuahu

Te Ringa Taurima



Capabilities	Capability definition	Achievement Indicators
Communication and Personal Interaction Te Ringa Hora <i>the open hand (denoting someone who is sociable)</i>	<p>Openly communicates and cooperates with all levels of DHB employees, patients and visitors.</p>	<ul style="list-style-type: none"> • 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. •
Strategy & Performance Te Ringa Raupā <i>the roughened hand (symbolising a hard worker)</i>	<p>Spends energy on delivering role requirements and meeting objectives</p> <p>Organises own time to deliver on required tasks and duties</p>	<ul style="list-style-type: none"> • Has an energetic approach to work and is self motivated. • Accepts direction and instruction of manager but is able to work effectively without direct guidance. • Maintains expected productivity in line with assigned duties.
Development and Change Te Ringa Ahuahu <i>the hand that shapes or fashions something (refers to someone who is innovative)</i>	<p>Accepts change in day to day practices and contributes to decision making of the team.</p> <p>Makes suggestions to increase efficiency of the unit.</p>	<ul style="list-style-type: none"> • Constructively makes suggestions to improve process or practices and gain efficiencies. • Demonstrates positive attitude and responsiveness to opportunities for improvement. • Is solution focused. • Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM.
Personal Accountability Te Ringa Tōmau <i>the hand that is trustworthy</i>	<p>Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.</p> <p>Looks for and undertakes development activities appropriate for role and career development.</p>	<ul style="list-style-type: none"> • Offers and receives constructive critique of practice and self. • Shows respect and establishes rapport when responding to the different needs of people and practice situations. • Advises manager whenever issues may be impacting on performance. • Recognises areas that could be improved in own practice and takes action to address those needs.
Culture and Values Te Ringa Taurima <i>the hand that nurtures, encourages, supports</i>	<p>Operates in line with DHB values and expectations and professional codes of conduct.</p> <p>Follows the principles of the model of care “Te Ara Tauwhirotaanga – Pathways that lead us to act with kindness.”</p>	<ul style="list-style-type: none"> • 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.

Compulsory Requirements	Description	Expected Outcomes
Māori Health	Māori philosophies and values of health are demonstrated in work practice.	<ul style="list-style-type: none"> • Meaningful relationships are established with Te Huinga Takiora Māori 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 DHB. • A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Lakes DHB is shown.
Te Iti Kahurangi	The Lakes Way, Our Place Our Culture	<ul style="list-style-type: none"> • Works within the Te Iti Kahurangi framework and supporting guide document.
Record Keeping		<ul style="list-style-type: none"> • Complies with the Lakes DHB Corporate Records Management policy to create and maintain full and accurate records.
Quality & Risk	Patient safety is paramount to the service we deliver at Lakes District Health Board. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.	<ul style="list-style-type: none"> • Employees are supported to lead by example and implement a culture of continuous quality improvement. • Risks that may prevent Lakes DHB 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.
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.	<ul style="list-style-type: none"> • Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Lakes DHB 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.

Signatures:

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:
Education and Qualifications:	<ul style="list-style-type: none"> ▪ Registered Nurse with a current Nursing Council of New Zealand (NCNZ) practising certificate in the appropriate scope ▪ RN (MH scope) or RN with recent mental health clinical experience ▪ Current Annual Practising Certificate ▪ A relevant nursing qualification. In some instances particular experience and/or on-the-job training may be required ▪ Post graduate mental health specific qualification, working towards Masters level ▪ Evidence of post-registration clinical skill development 	<ul style="list-style-type: none"> ▪ Qualification relating to area of practice.
Experience:	<ul style="list-style-type: none"> ▪ Meets competent level or higher on the Professional Development and Recognition Programme ▪ Recent hospital clinical practice ▪ Minimum 5 years post graduate mental health specific clinical experience, in a wide range of mental health settings. Clinically recognised as an 'expert' level nurse. ▪ Possesses well developed specialist clinical skills e.g. psychosocial intervention, CBT, motivational interviewing ▪ Sound assessment and intervention skills 	
Professional competencies and personal attributes	<ul style="list-style-type: none"> ▪ Clinically credible in mental health nursing ▪ High level of personal competence in professional practice ▪ Experience in educational development and organisation ▪ Expertise in the safe delivery of ECT ▪ Demonstrated leadership ability ▪ Demonstrated understanding of the impact of stigma from a mental health perspective. ▪ Demonstrated understanding of major political, legislative and structural influences effecting mental health nursing in the NZ context. ▪ Ability to effectively prioritise and problem solve ▪ Proven ability to apply research to the practice setting ▪ Demonstrated commitment to own professional development ▪ Physical fitness to a level required for calming and restraint training ▪ Computer literacy ▪ Ability to work under pressure and meet deadlines 	
Health Practitioners Competence Assurance Act 2003	<ul style="list-style-type: none"> ▪ 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 programme. ▪ 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 	

Knowledge:

- Te Tiriti O Waitangi in the provision of health care services and support to Māori.
- 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
- Health Practitioners Competency Assurance Act 2003
- Human Rights Act 1993
- Lakes District Health Board Quality Framework
- Medicines Act 1981 and Medicines Regulation 1984
- Misuse of Drugs Act 1975 and Regulations 1977
- Nursing Council of New Zealand Code of Conduct 2004
- Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005
- Treaty of Waitangi Act 1975 and its application to the mental health setting.
- Code of Rights
- Mental Health (Compulsory Assessment and Treatment) Act 1992

Skills:

- Pronunciation of Te Reo Māori words and names
- Te Reo Māori

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.
- Current drivers licence
- Non-smoker preferred.
- Commitment to ongoing post graduate education
- Evidence of relevant professional development in speciality clinical knowledge and skills

Work Function or Activity

- Occasional moving and handling techniques to a heavy demand will be required with patients to carry out nursing procedures.
- Frequent bending, squatting, crouching, stretching, twisting and reaching may be required when carrying out nursing procedures.
- Contact with body fluid and materials will necessitate the use of protective clothing and gloves and safety procedures will be adhered to.
- Mental activities necessary include a high level of cognitive functioning with nursing, observation, evaluation, assessment, communication, interpersonal, organisational, problem solving and decision-making capabilities.

ABOUT LAKES DISTRICT HEALTH BOARD

At Lakes District Health Board 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

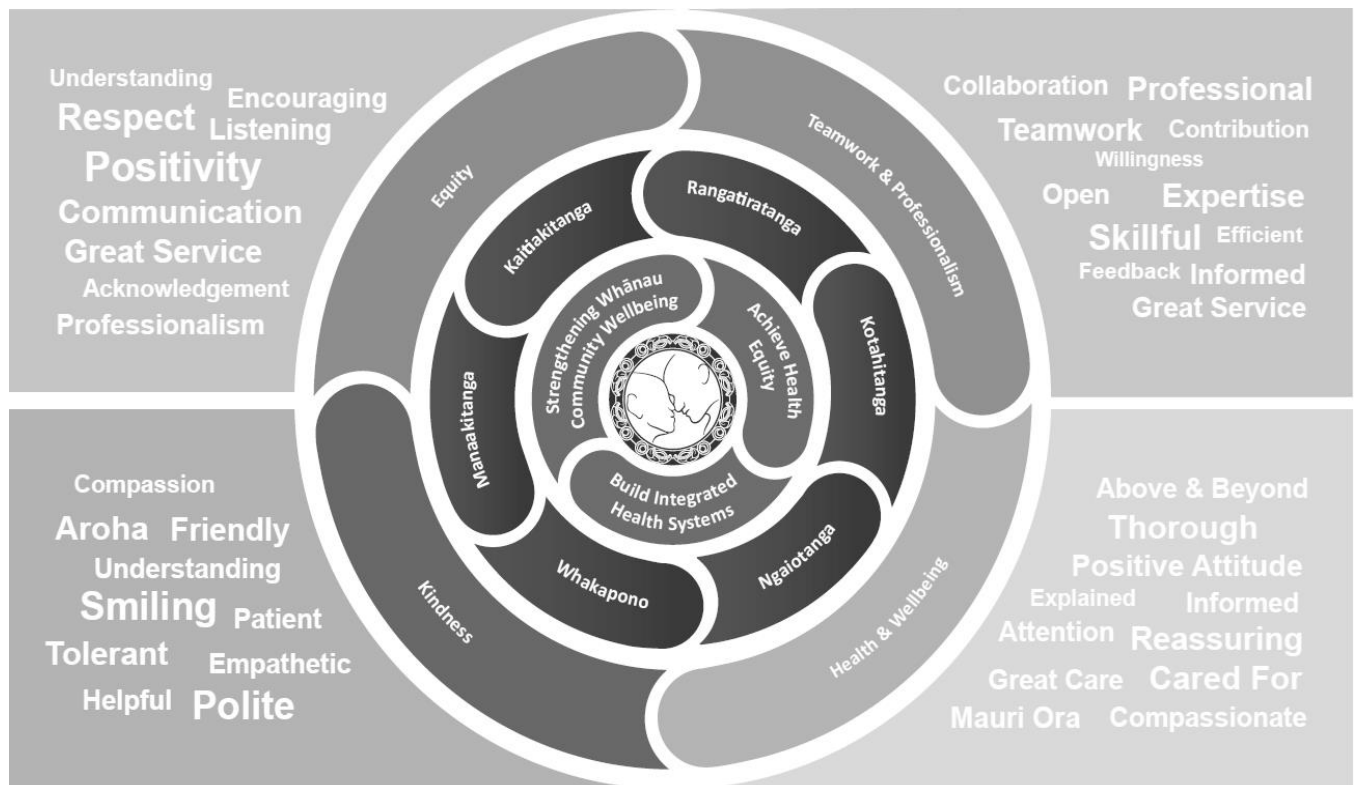


- Achieve equity in Māori health
- Build an Integrated health system
- Strengthen people, whanau & community wellbeing

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

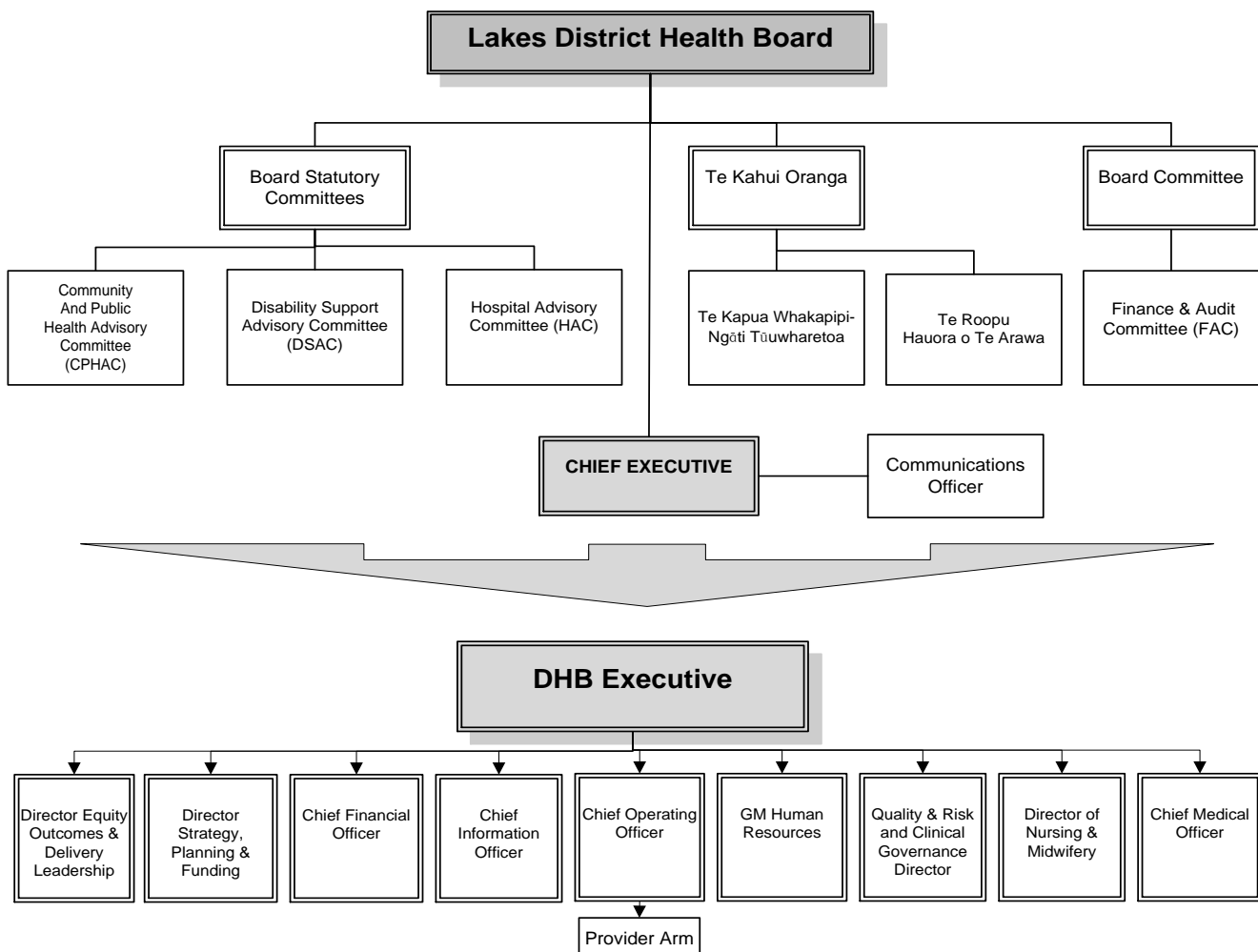
Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

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 DHB 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.

ORGANISATION STRUCTURE

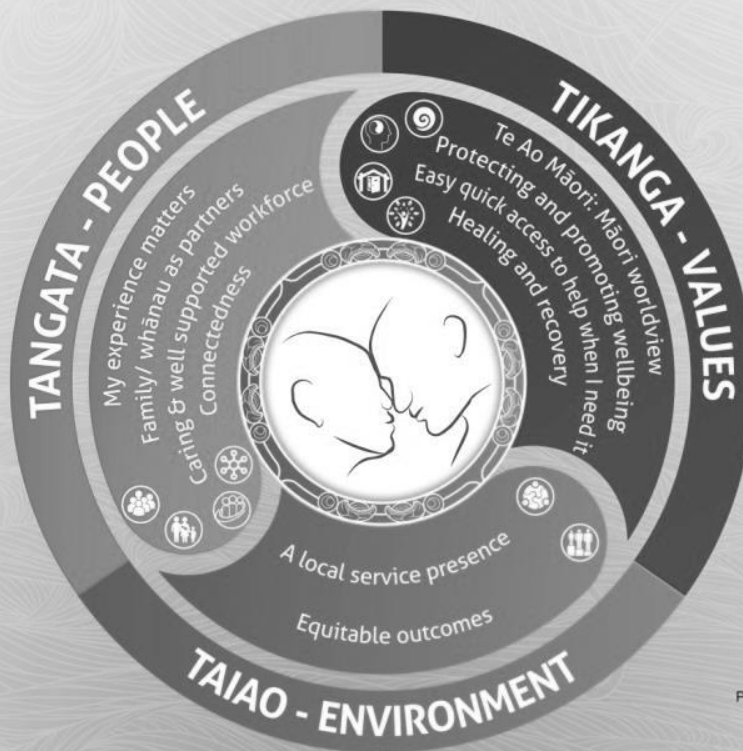


TE ARA TAUWHIROTANGA – PATHWAYS THAT LEAD US TO ACT WITH KINDNESS

- **Tangata – People**
 - My experience matters
 - Family/Whanau as partners
 - Caring and well supported workforce
 - Connectedness
- **Tikanga –Values**
 - Te Ao Maori: Maori worldview
 - Protecting and promoting wellbeing
 - Easy quick access to help when I need it
 - Healing and recovery
- **Taiao – Environment**
 - A local service presence
 - Equitable outcomes

Te Ara Tauwhirotanga - Pathways that lead us to act with kindness

Model of Care for Mental Health and Addictions for Lakes DHB area



Please see over for details of the themes/
principles of the model of care.

September 2016

NCNZ REGISTERED NURSE COMPETENCIES

	Domain one: Professional responsibility
Competency 1.1	Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Competency 1.2	Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.
Competency 1.3	Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others
Competency 1.4	Promotes an environment that enables client safety, independence, quality of life, and health.
Competency 1.5	Practises nursing in a manner that the client determines as being culturally safe.
	Domain two: Management of nursing care
Competency 2.1	Provides planned nursing care to achieve identified outcomes.
Competency 2.2	Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.
Competency 2.3	Ensures documentation is accurate and maintains confidentiality of information.
Competency 2.4	Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.
Competency 2.5	Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
Competency 2.6	Evaluates client's progress toward expected outcomes in partnership with clients.
Competency 2.7	Provides health education appropriate to the needs of the client within a nursing framework.
Competency 2.8	Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.
Competency 2.9	Maintains professional development.
	Domain three: Interpersonal relationships
Competency 3.1	Establishes, maintains and concludes therapeutic interpersonal relationships with client.
Competency 3.2	Practises nursing in a negotiated partnership with the client where and when possible.
Competency 3.3	Communicates effectively with clients and members of the health care team.
	Domain four: Inter professional health care & quality improvement
Competency 4.1	Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.
Competency 4.2	Recognises and values the roles and skills of all members of the health care team in the delivery of care.
Competency 4.3	Participates in quality improvement activities to monitor and improve standards of nursing.

Source NCNZ January 2019