

<b>Title</b>	<b>District Chief Nurse</b>		
<b>Role ID</b>	TBC		
<b>Reports To</b>	Group Director of Operations, dotted professional line to Regional Chief Nurse		
<b>Location</b>	Relevant District		
<b>Business Group</b>	Hospital and Specialist Services/Clinical Leadership		
<b>People</b>	<b>Direct Reports:</b> TBC	<b>Indirect Reports:</b> TBC	
<b>Budget</b>	<b>Opex:</b> TBC	<b>Capex:</b> TBC	
<b>Delegated Authority</b>	<b>HR:</b>	<b>Finance:</b>	
<b>Job Band</b>	<b>SP25-27</b>	<b>Tier</b>	4
<b>About the Role</b>	<p><i>The Chief Nurse forms part of the district senior leadership team and provides clinical partnership to the GDO and other operational colleagues to ensure the clinical voice is heard in senior decision making. The key focus of the role is to:</i></p> <ul style="list-style-type: none"> <li><i>Provide strong, visible, inclusive professional and clinical leadership, and to motivate and inspire nursing colleagues and the wider health workforce.</i></li> <li><i>Create a work environment which maximises engagement, job satisfaction, and professional development for nursing and health care assistant employees.</i></li> <li><i>Be collectively responsible as part of the district leadership team, for the delivery of safe, high quality, compassionate patient care, clinical strategies and achievement of Te Whatu Ora goals including the management of health resources, as it relates to the Nursing workforce, collaborating with colleagues to achieve this.</i></li> <li><i>Ensure interprofessional partnership in all levels of decision making, driving a 'whole of system' approach, enabling reduced variation and consistent services at district and regional level and supporting reduced variation nationally.</i></li> <li><i>Collaborate with other clinical chiefs, nurse leaders and management to develop and sustain strong clinical governance functions, creating an environment where clinical excellence will flourish.</i></li> <li><i>Provide clinical leadership and management of any clinical leaders reporting to them as Chief.</i></li> <li><i>Take a whole of system approach to preventive services and integrated care delivery by working collaboratively across regions, community, clinical leaders, operational and enabling functions whilst enabling equity for Māori, Pacific, people with disabilities, and other communities.</i></li> <li><i>Provide leadership in developing the healthcare system, especially in the domains of Patient Safety, Patient Experience, Standards and Measurement, and Compliance.</i></li> <li><i>Responsible for ensuring ongoing safe delivery of clinical care for the community, ensuring all risks and significant issues are managed, working with interprofessional colleagues, including leading the management of at-risk services.</i></li> </ul>		
<b>Key Result Areas</b>	<b>Expected Outcomes (Role specific)</b>		
<b>Clinical Leadership</b>	<ul style="list-style-type: none"> <li>Responsible for providing clinical expertise to colleagues and other clinical staff to support the ongoing development of clinical and professional expertise at district level.</li> <li>Provide clinical leadership and innovative thinking to ensure improved quality, models of care and clinical practice both at a district and regional level.</li> </ul>		

	<ul style="list-style-type: none"> <li>• Responsible for ensuring their district GDO and leadership team retains a clear focus on patient safety and engages in clinically driven clinical services planning.</li> <li>• Building and maintaining a culture of clinical and professional excellence aligned to Te Mauri o Rongo (Health Charter).</li> <li>• Provide strategic input into the local, district (if different), regional, and national planning processes.</li> <li>• Responsible for working in an interprofessional way with other leaders</li> <li>• Work in collaboration, across the healthcare system to reduce unwarranted variation, to achieve equity and overall enhanced health outcomes.</li> <li>• Lead and support the development of a high quality, sustainable workforce which includes progressively increasing the proportion of Māori and Pacific kaimahi, to better reflect the populations we serve, including supporting the pipeline into nursing.</li> <li>• Responsible for identifying clinical risks and issues to ensure they are appropriately managed mitigated and escalated.</li> <li>• Lead the development of advanced and extended practice which support alternative service delivery models, taking a whole of system approach to alternative models of care.</li> </ul>
<p><b>Operational Leadership</b></p>	<ul style="list-style-type: none"> <li>• Partner with the GDO/Deputy CEO to ensure operational decision making considers patient care, patient safety and professional considerations for the nursing workforce.</li> <li>• Partner with the GDO/Deputy CEO and other clinical leaders to support service continuity and emergency response actions.</li> <li>• Contribute to the development of services and service planning that is aligned to meeting national health targets and improving health outcomes.</li> <li>• Accountable for overseeing the nursing profession, including safe staffing and staff wellbeing within annual budgets.</li> <li>• Accountable as part of the district leadership team for managing allocation of resources and expenditure to ensure the organisation's goals and objectives are met or exceeded.</li> <li>• Support staff recruitment and appointment processes to ensure they align with the clinical services plans and support service continuity.</li> <li>• Responsible for working with the regulator to fulfil statutory obligations e.g. HPCA, Professional Development and Recognition (PDRP) programme and maintaining professional standards.</li> <li>• Responsible for managing or maintaining an overview of credentialing process and continuing professional development.</li> <li>• Lead and support the under and postgraduate educational programs.</li> <li>• Act as a local spokesperson and trusted voice for local communications and media opportunities where clinical connections are required.</li> <li>• Accountable as part of the district leadership team to ensure overall achievement of annual business plans.</li> <li>• Accountable as a member of the district leadership team to identify and promote sustainable outcomes as a key requirement in all strategies and organisational goals</li> <li>• Collaborate to ensure high quality research is encouraged and supported at the district level as required.</li> <li>• Provide system leadership and direction to leverage nursing workforce and systems capability by optimising opportunities to improve patient experience and professional standards and safety across the whole continuum of care.</li> <li>• Responsible for managing nursing resources and adherence to national SOPs to achieve high data quality to deliver safe staffing and healthy workplaces within budget.</li> <li>• Lead strike planning for the district when required.</li> </ul>
<p><b>Professional Leadership</b></p>	<ul style="list-style-type: none"> <li>• Lead the provision of professional nursing advice and ensures the district is aligned with the strategic direction and planning priorities for the provision of services.</li> <li>• Provide expert leadership and governance for the nursing workforce within an inter-disciplinary and multi-agency model of care.</li> <li>• Maintain an overview of the clinical/professional issues and trends and responsible for implementing responsive action plans.</li> <li>• Models safe, skilled and compassionate care for patients, communities and staff.</li> <li>• Create a work environment which maximises engagement, job satisfaction, and professional development for nursing and health care assistant employees</li> <li>• Responsible for the development and implementation of sustainable nursing models of care within the district.</li> </ul>

	<ul style="list-style-type: none"> <li>• Lead oversight of the quality of pre-registration and post registration education including participation in Tertiary Education Organisation programme reviews, annual programme governance and quality of new graduates.</li> <li>• Provide leadership in the form of advice, coaching and support for local leaders, with a view to succession planning and cross cover of leadership roles.</li> <li>• Provide professional advice and direction into Human Resource, Employee Relations and Industrial Relations activities as they relate to the profession ensuring professional and patient safety standards are met.</li> <li>• Provide professional role modelling and mentorship.</li> <li>• Empower nursing to deliver patient safety through continuously improving nurse sensitive outcome indicators.</li> <li>• Lead, coordinate and manage the professional development of nursing employees, fostering excellent in practice standards and professional conduct.</li> </ul>
<b>Clinical Governance</b>	<ul style="list-style-type: none"> <li>• Responsible for ensuring a robust and high functioning clinical governance process is in place for the district driving quality improvement, risk management and quality and safety monitoring.</li> <li>• Provide leadership within the district clinical governance group, linking to Regional Integrated Clinical Governance as appropriate and ensuring District processes align with national frameworks.</li> <li>• Lead on the delivery of actions relating to clinical governance, where appropriate.</li> <li>• Support development of a learning system using findings and recommendations from clinical governance activities and linking with evidence-based practice, research and innovation.</li> <li>• Responsible for sharing clinical governance best practice across primary, community and non-governmental organisation partners.</li> <li>• Provide leadership on district level complaint and serious adverse event review processes, including oversight of responses to statutory authorities (i.e. the Health and Disability Commissioner, the Coroners Office etc.).</li> <li>• Provide leadership on district level strategic insights and learning from complaint and serious adverse event responses to identify system safety improvements.</li> <li>• Support policy, procedure and guideline development, sharing and implementation of both local and national controlled documents.</li> <li>• Contribute to information management and data governance systems, collaborating with relevant colleagues to ensure appropriate clinical considerations are made.</li> <li>• Champion the Code of Expectations for health entities' engagement with consumers and whānau.</li> <li>• Partner with consumers, communities and priority populations to design and deliver equitable health services.</li> </ul>
<b>Portfolio Role</b>	<ul style="list-style-type: none"> <li>• Hold a portfolio role, which extends beyond just their immediate district duties. For instance, input into regional or national programmes of work with relevant networks and/or groups to support wider connections and/or working across the breadth of Health New Zealand and the community it serves, to address specific areas or challenges.</li> <li>• Portfolios will be determined through mutual agreement taking into account the requirements of the organisation and skill set of the individual.</li> </ul>
<b>Clinical Practice</b>	<ul style="list-style-type: none"> <li>• Depending on the requirements of the Chief role and personal preference – a portion of time (FTE) can be allocated to continuing clinical practice.</li> </ul>

<b>Key Result Areas</b>	<b>Expected Outcomes for all Health New Zealand - Te Whatu Ora Leaders</b>
<b>People and Culture</b>	<ul style="list-style-type: none"> <li>• Leads a culture that enables employees to learn and grow to deliver responsive and trusted services, ensuring career growth and development, and supporting Te Whatu Ora to be seen as a preferred employer.</li> <li>• Acts as an ambassador for the values and behaviours of the desired organisational culture, Te Mauri o Rongo, ensuring unification of diverse individuals and teams whilst supporting positive local cultures to be retained and strengthened, and driving</li> </ul>

	<p>performance through effective teamwork and empowerment to achieve current and future service delivery.</p> <ul style="list-style-type: none"> <li>Leads and develops the team in their locality so Te Whatu Ora has the skills and performance outcomes it requires now and for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities, and others.</li> <li>Supports the development of a high-quality training environment throughout the organisation which recognises local and regional workforce requirements.</li> </ul>
<b>Strategic Health Outcomes</b>	<ul style="list-style-type: none"> <li>Works collaboratively with other business units and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022<sup>1</sup>.</li> <li>Te Tiriti o Waitangi – is focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Support tangata whenua and mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care. Actively support kaimahi Māori by improving attraction, recruitment, retention, development, and leadership, and te ao Māori is reflected in all that we do.</li> </ul>
<b>Planning, Direction, and Operational Management</b>	<ul style="list-style-type: none"> <li>Thinks, plans, and acts strategically. Engages the team in the vision and positions the team to meet current and future needs.</li> <li>Leads the development and implementation of strategies, plans, frameworks for the team, function, or business unit performance, and drives performance and delivery against objectives.</li> <li>Business planning, monitoring, and reporting, budget, and resource management effectiveness.</li> </ul>
<b>Achieving Equitable Outcomes</b>	<ul style="list-style-type: none"> <li>Role models a change in the way we work to improve health outcomes, equity for Māori, as well as Pacific People, Whaikaha, and other groups, that achieves the goals of Pae Ora.</li> <li>Leads the team's equity commitments to achieve business unit's equity outcomes</li> <li>Develops a culturally safe workforce, reflecting our diverse community, and better understanding own cultural perspectives to bring awareness and how this may unconsciously impact interactions and service delivery, to advance work across a range of social contexts. Including, to partner effectively with Manatū Hauora and other agencies in advancing Māori health aspiration and outcomes.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>Builds mutually beneficial partnerships internally and externally with inter-dependent stakeholders across different organisational and community representation including hapu and iwi, required to achieve sustainable performance outcomes.</li> <li>Works with peers in National Public Health Service, Hauora Māori Services Directorate and Pacific Health Business Unit, and others, to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> <li>Role models effective team player behaviour and works to support inclusive, productive interactions and service delivery by actively breaking-down silo thinking and behaviour, especially at decision making level, to allow for best work. Collegially supports others to do the same.</li> </ul>

<sup>1</sup> The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders.

<b>Health &amp; Safety, Compliance and Reporting</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Ensures active management and compliance with all relevant statutory, safety and regulatory requirements applicable to the team.</li> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>
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**Key Relationships**

<b>External Stakeholders</b>	<b>Internal Stakeholders</b>
<ul style="list-style-type: none"> <li>• Private, Primary and Community providers</li> <li>• Other government agency colleagues</li> <li>• Relevant clinical councils/organisations</li> <li>• Regulatory Authorities</li> <li>• Union partners</li> <li>• NZ Tertiary Education Providers</li> <li>• Professional colleges</li> <li>• Local and regional consumer councils.</li> <li>• Minister's offices</li> </ul>	<ul style="list-style-type: none"> <li>• National Chief Nurse</li> <li>• Local staff</li> <li>• Local Chiefs/Directors across system</li> <li>• District Leadership team</li> <li>• General Managers</li> <li>• Service Managers</li> <li>• Team Managers &amp; Leaders</li> <li>• Charge/ Clinical Nurse Managers</li> <li>• Clinical Nurse Directors/ADONs/Nurse Directors</li> <li>• Chiefs and Directors AHST, Medical, Midwifery, MH&amp;A</li> <li>• GDOs and Deputy CEOs</li> <li>• Clinical Chiefs and other Clinical Leaders</li> <li>• Te Whatu Ora Delivery Directorates' clinical and operational leadership</li> <li>• Clinical Governance groups</li> <li>• Regional Leadership Team</li> <li>• National and regional clinical networks</li> <li>• Service Delivery Networks</li> <li>• Enabling functions e.g. People and Communications, D&amp;D</li> </ul>

**Essential Requirements**

<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 5 years' clinical leadership experience</li> <li>• A registered nurse with extensive experience in and knowledge of the health sector.</li> <li>• Experience in strategic decision making and health service planning including experience in a nursing leadership role.</li> <li>• Clinical knowledge base and solid understanding of clinical practice across professional groups and clinical settings.</li> <li>• Knowledge and understanding of clinical performance systems and measures.</li> <li>• Demonstrated financial management skills.</li> <li>• Proven ability to develop successful business cases for investment.</li> <li>• Proven experience in project management.</li> <li>• Sound knowledge and experience related to clinical service provisions.</li> <li>• Experience in leading quality improvement initiatives, risk management, change management, and knowledge of clinical quality and best practice.</li> <li>• Proven ability to provide professional advice to team members in relation to clinical and operational skills and practice.</li> <li>• Demonstrated ability to oversee the clinical practice of team members to ensure the needs of both patients and Te Whatu Ora are met.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the local hospitals, local community, and issues.</li> <li>• Experience in providing advice, making decisions and problem solving in ambiguous and complex environments.</li> <li>• Experience in developing and maintaining, relationships within local area.</li> </ul>
<b>Knowledge, Skills, and Attributes</b>	<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills including the ability to negotiate, resolve conflict and positively influence and motivate others.</li> <li>• Is a problem solver who can effectively mitigate a wide range of risks and issues.</li> <li>• Is approachable and models professional behaviours with a collegial attitude and desire to work with others to achieve results and share knowledge and expertise to support the growth of the team.</li> <li>• <b>Pae Ora &amp; Te Tiriti o Waitangi</b> - demonstrates an understanding of Pae Ora (Healthy Futures) Act 2022, the significance, and obligations of Te Tiriti o Waitangi, including how to give effect to these expectations in a meaningful way, and the commitments to equity and priorities of Wai2575. Have an appreciation of cross-cultural matters, including knowledge of tikanga Māori (or a willingness to learn).</li> <li>• <b>Leadership and management</b> –the ability to think, plan and to connect with and inspire people to build a highly motivated and engaged workforce. Demonstrates inclusive leadership and management skills able to maximise the quality and contributions of individuals and teams to drive outcomes.</li> <li>• <b>Communication and relationship effectiveness</b> – demonstrates mature communication and interpersonal skills, including the ability to write and present in a clear, persuasive, and impactful way, to influence others to embrace change, and to develop, unify and maintain strong internal and external relationships essential for achieving sustainable outcomes.</li> <li>• <b>Planning and direction</b> – can maintain oversight of work responsibilities, to identify business / project requirements, to develop / contribute to strategies, to plan, prioritise, delegate, and organise work to deliver on short and long-term objectives across the breadth of the role.</li> <li>• <b>Operational management</b> – can monitor and analyse performance to ensure the quality of work, identify areas of improvement, problem solve, and make sound decisions to achieve goals.</li> <li>• <b>Continuous improvement</b> – demonstrates an openness and respect for the views of others, and an ability to model an agile<sup>2</sup> approach that creates a culture where individuals at all levels bring their ideas and issues for constructive debate and finding improved ways forward. Has networks to support current knowledge of leading practices.</li> <li>• <b>Dealing with ambiguity</b> – demonstrates that they are comfortable with navigating change and can work effectively in an environment of uncertainty.</li> <li>• <b>Financial management</b> – understands financial management, including budgeting, forecasting, and cost management.</li> <li>• <b>Compliance and risk management</b> - demonstrates an understanding of organisational risk and compliance, legal and regulatory requirements regarding relevant regulations and standards in New Zealand, to ensure compliance with these requirements.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Minimum qualification is a Masters Degree in Nursing, Public Administration, Health Management or equivalent (or evidence of working towards completion)</li> <li>• Registered Nurse with current Practicing Certificate.</li> <li>• Senior Nurse PDRP (optional)</li> <li>• Evidence of ongoing personal, professional and leadership development.</li> </ul>
<b>Registrations and Certificates</b>	<ul style="list-style-type: none"> <li>• Annual Practicing Certificate</li> </ul>

<sup>2</sup> Agile approach – tries new approaches, learns quickly, adapts fast