

**POSITION DESCRIPTION**

**Organisational Vision**:

South Canterbury District Health Board (SCDHB) is committed *“to enhance the health and independence of the people of South Canterbury”.*

**Organisational Values:** **I CARE**

* **I**ntegrity
* **C**ollaboration
* **A**ccountability
* **R**espect
* **E**xcellence

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| **POSITION:** Clinical Nurse Specialist |
| **REPORTS TO: Clinical Director, Anesthetics** |
| **HOURS: As per letter of offer** |
| **POSITION PURPOSE:**The Clinical Nurse Specialist with a portfolio in Acute Pain works across the South Canterbury health sector, inclusive of primary and secondary settings to contribute clinical expertise to service development, staff development and complex care planning. The CNS will act in the role of clinical expert, educator, consultant, researcher, and leader in the pursuit of clinical excellence in the delivery of patient centered care. The CNS will demonstrate leadership in service developments, quality projects, by applying scholarly knowledge and applied practice with a continued focus to improve health outcomes. The CNS will work collaboratively within the MDT within a contemporary model of care, to lead improvements in Acute Pain management and care. This role is instrumental in supporting SCDHB and the wider health sector within South Canterbury to become an effective customer driven, safety conscious, quality service, professional and performance oriented health service which reflects the needs of the local community.  |
| **Key Responsibilities:** |
| * To work collaboratively within the multi-condition Hub, as an active multidisciplinary team member.
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| **MAIN OBJECTIVES** | The objectives of the CNS role is to provide the following: 1. Complex clinical case review. The CNS will work with other health providers to provide expert nursing knowledge and expertise for the delivery of patient care within the portfolio of Acute Pain. The CNS is flexible in approach with workloads, in partnership with other health professionals, patient, family and whanau to support contemporary and evidenced base practice that optimizes patient outcomes.
2. Service Development. The CNS will demonstrate leadership in quality improvement initiatives; strategic direction; practice change; and project development. This includes the ability to interpret and apply research findings relevant to practice, and lead change within the wider health sector as the change agent. This includes participation and leadership in regional/national groups or professional organisations.
3. Education & Staff Development. The CNS will provide formal and informal learning opportunities to health professionals. This includes orientation and preceptorship of new nurses, and supporting professional development of health providers by sharing knowledge and expertise to further develop their knowledge and skills in the provision of care.
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|  | **KEY ACCOUNTABILITIES**  |
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| **PROFESSIONAL LEADERSHIP AND ROLE MODEL** | * Promote evidence-based best practice for improvement initiatives.
* Be positive and proactive in relation to organisational developments, inspiring and supporting others to improve services.
* Promote best practice and support research.
* Work collaboratively with all members of the health care team to enhance patient care delivery.
* Promote cost effective clinical practice.
* Empowers and enhances capability within the broader healthcare team.
* Engages in ongoing professional development opportunities and role development opportunities aligned to the SCDHB clinical nursing framework (e.g. RN prescribing) aligned to the individual service specific needs.
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| **CLINICAL PRACTICE** | * Contribute to, and deliver complex nursing care, and planning with an MDT approach. Utilises critical thinking, applied experience, and expert knowledge in Acute Pain to contribute to patient care and self-management plans.
* Works across the sector to maximise patient centred care, optimising health navigation, communication, and self management care plans with a multi-disciplinary and interdisciplinary approach.
* Provides contemporary clinical practice leadership through role modelling.
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| **WORKFORCE****DEVELOPMENT** | * Works across the health sector with health professionals to develop skills, knowledge and expertise.
* Contributes to orientation of new staff within the health sector.
* Contributes to staff development by working with other health professionals to contribute to staff capability
* Shares knowledge and expertise in formal education settings.
* Contributes to workforce development by applying, role modelling and sharing contemporary evidence based practice.
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| **QUALITY AND RISK** | * Lead quality projects, initiatives and change that is reflective of current evidence based practice.
* Contribute to service efficiencies
* Consider IT enablers in decision making.
* Utilise quality data to support practice initiatives and priorities within the health navigation hub.
* Conduct practice audits
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| **PROFESSIONAL COMPETENCIES** | * Maintain own professional requirements (as appropriate) as directed by the relevant legislation.
* Role model clinical practice excellence.
* Currently holds or working towards a post graduate diploma or higher.
* Develop and maintain Senior Registered Nurse PDRP
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| **HEALTH AND SAFETY** | * It is expected that you will use Safety First to report all accidents or near misses and inform your Manager of any potential hazards. This may also include leading the review of incidents and the ongoing analysis of the same.
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| **EXTERNAL LIAISON INCLUDING STUDENT PLACEMENTS** | * Work with supervision of undergraduate students and completion of relevant documentation/orientation as required.
* Navigate the needs of the undergraduate workforce and promote the DHB and the service that is delivered. This will include the ability to articulate the strategic direction of the DHB.
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| **TREATY OF WAITANGI****TE TIRITI O WAITANGI** | * Comply with obligations under the Treaty of Waitangi, giving effect to the principles of Partnership, Participation and Protection.
* Ensure service provision accounts for the cultural needs of clients & family/whanau as appropriate at an expert level.
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| **KEY WORKING RELATIONSHIPS** |
| **Whole of Health Sector, South Canterbury, and National/Regional Groups.** * Director Primary Health Partnership & Allied Health
* Director Patient Nursing & Midwifery Services
* Associate Director Nursing & Midwifery
* Associate Director Allied Health
* Service manager/s
* Senior Medical Staff
* Tertiary centres for specialised Acute Pain management.
* Senior Nursing & Midwifery staff
* Senior Allied Health staff
* Consumers, Families/Whanau
* General Practice Teams
* Aged Care Facilities
* Allied Health Services
* Partners in care of patients, including NGO’s, Pharmacists and statutory authorities
* Community groups and organisations
* Unions
* Health service providers across South Canterbury
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| **PROFESSIONAL & LEGISLATIVE STANDARDS:**The CNS will:* ensure practice is conducted in accordance with best practice, relevant ethical and professional standards and guidelines as determined by the relevant professional councils, commissioners and associations.
* ensure compliance with New Zealand statutory laws
* comply with organisation-wide and service specific rules, codes of conduct, policies, protocols and procedures and MECA compliance.
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| **PERSON SPECIFICATION****EXPERIENCE:****Essential Criteria*** It is essential that the applicant is a fully qualified Nurse, and has undergone (or prepared to commence) relevant postgraduate study towards, or currently hold, a post graduate diploma or higher.
* Be professionally registered in NZ as per legislative requirements relevant to your profession and hold a current APC.
* Membership of relevant national professional body.
* Commitment to and enthusiasm for your profession.
* Role model contemporary clinical practice.
* Complete the annual Performance Appraisal and core mandatory training on Health Learn inline with organisation policy.
* Full Drivers licence

**Experience/knowledge*** Strong clinical leadership skills acting as role model to those within the profession.
* Excellent group facilitation skills with a history of a collaborative team approach.
* Innovative and flexible with a positive and problem-solving approach to situations.
* Proven clinical credibility in your own professional field.
* Critical consumer of research and advocate of evidenced-based practice.

**SKILLS AND ABILITIES:*** Integrity and high personal and professional standards.
* Ability to work at a operational level and be agile in decision making.
* Is prepared, individually and collectively, to experiment with new thinking, generate new ideas and pilot new insights.
* Demonstrates an in-depth understanding of personalities and behavioural styles in order to work collaboratively with a variety of people at all levels.
* Has a sense of urgency around the work agenda with the ability to engage directly in its delivery and produce results.
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**The intent of this position description is to provide a representative summary of the major duties and responsibilities.**

**Agreed by:**

 ---------------------------------------------------- (Job holder’s signature)

----------------------------------------------------- (Employer’s signature) -------------------- Date

Date Reviewed: Reviewed by: Next Review: