

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE Clinical Nurse Specialist – Geriatric Emergency Department Intervention			
	GROUP	Hospital	DEPARTMENT	Emergency
	REPORTING TO (operationally)	Clinical Nurse Manager Emergency Department	REPORTING TO (professionally)	Clinical Nurse Manager Emergency Department..
GROUP RESPONSIBILITIES & DIRECT REPORTS	This role provides specialist and targeted care for frail older persons who present to the Emergency Department of Te Whatu Ora – Health New Zealand, Te Matau a Māui Hawke's Bay. Staff reporting - Nil			
PURPOSE OF THE POSITION	As Clinical Nurse Specialist (CNS) you will provide specialist nursing care, expertise and leadership that ensures services to clients are provided in the most effective and efficient method. This will be in both direct care delivery and in support to other health professionals in the management of the frail older person within the Emergency Department. To prioritise assessment and management of the frail older person within the Emergency Department. To avoid inappropriate hospital admissions of frail older persons whilst streamlining their care to the right place, right person, at the right time. To lead innovative practice within the population group to improve patient flow across the sectors. As a designated senior nurse, you are accountable for ensuring health services provided are consistent with your education and assessed competence, meet legislative requirements and are supported by appropriate standards.			
KEY DELIVERABLES	<p>Delivery of safe and effective services in partnership with clinicians</p> <p>The Geriatric Emergency Department Intervention CNS will co-ordinate and manage the care of frail elderly patients, in partnership with the patient and their whānau, secondary specialist services and their primary care provider / Aged Related Residential Care (AARC) facilities.</p> <ul style="list-style-type: none"> • Work with the interdisciplinary team to achieve optimal wellbeing and functional independence in a community context and ensure that services delivered are equitable and accessible for Māori and Pacifica; • Will work to empower adult patients and their whānau to partner in their care, ensuring it's delivery in a collaborative and mana enhancing way; • Responds to the equitable distribution of healthcare beyond traditional models of care; • Lead innovative practice and models of care within the population group to ensure equity and timely access to health care; • Ensuring the most effective use of resources for elderly patients, including preventing unnecessary acute hospital admission(s); identification and monitoring through acute episodes of care; supporting discharge to a home environment or ongoing care; and working closely with primary care and families to promote wellbeing and functional status in a community setting; • Provides specialist care, expertise and clinical leadership which includes advanced assessment, planning, nursing interventions and evaluation; • Provides advice on complex clinical issues; • Discusses / refers to SMO as required; • Maintains a safe environment for patients and the public; • Standards of care are assured and documented; • Build effective relationships with clinical teams within the department and across other departments; • Supports primary health providers with management of specialist patients within the service; • Provide evidence based expert health education and advice to patients and whānau to enable them to make health choices suitable to their needs and be self-managing. • Maintains professional knowledge and best practice relating to elderly conditions. • Engages in professional development and ongoing maintenance of continuing competence with a Professional Development Recognition Programme (PDRP) portfolio, evidenced within 12 months of commencing within the role. <p>Quality systems</p> <ul style="list-style-type: none"> • Supports quality initiatives, contributes to specialty knowledge to facilitate continuity of quality patient care, during the patient journey. • Facilitates / engages in educational activities with colleagues sharing expert knowledge. • You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager. • Monitor and report on agreed service deliverables during this pilot position. 			

HEALTH & SAFETY RESPONSIBILITIES	<p>Te Whatu Ora Hawke’s Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> • Patients / consumers / Tangata Whaiora • Clinical Nurse Manager / Associate Clinical Nurse Managers • Geriatricians and Gerontology CNS team • Wider ED department nursing and health care assistant (HCA) teams • PARIS (Patient at Risk of Increased Stay) team • Director and Associate Director of Nursing, Hospital Group • Other teams across services • Medical staff • Allied Health Staff • Administration staff 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other service providers • Primary, AARC facilities and NGO sector • Regional services • Academic providers’ students and staff • Nursing Council of New Zealand • New Zealand Nurses Organisation • Te Whatu Ora Health New Zealand • Te Aka Whai Ora • Health Quality and Safety Commission
DELEGATION AND DECISION	<p>Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:</p> <p>Makes decisions within clinical area to meet service & patients’ requirements.</p> <p>Works autonomously with a high degree of independence within the service area to achieve the patients’ plan of care and problem solve complex issues as they arise.</p>	
HOURS OF WORK	80 hours per fortnight	
TENURE	Fixed term until June 30 th 2024.	
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Te Whatu Ora – Health New Zealand and New Zealand Nurses Organisation Nursing & Midwifery Collective Agreement Senior Designated Nurses Scale, Grade 2 (formerly grade 4) gross per annum according to qualifications and experience pro rata for hours worked.	
DATE	January 2024.	
EXPENDITURE AND BUDGET RESPONSIBILITY	Nil	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Leads practice towards frail elderly who present to the Emergency Department, within scope of CNS. 	

ESSENTIAL CRITERIA

Qualifications

- Current registration with Nursing Council of New Zealand as Registered Nurse.
- Evidence of completion of a postgraduate qualification (preferably a PG Diploma) and working towards a Clinical Master's degree.
- Consideration will be given to applicants who do not hold the required postgraduate qualification providing equivalent work experience and/or other programmes of study can be demonstrated.
- If successful, the candidate will be required to complete the requisite qualification within a 12-month period.
- Gaining of the required qualification is the responsibility of the employee/service.

Experience

- Recent clinical experience, with at least five years of experience in gerontology nursing.
- Proven customer service skills.
- Proven ability to work within a multidisciplinary team.
- Proven problem solving and communication skills.

Business / Technical Skills

- Holds a current annual practising certificate as Registered Nurse.
- Holds a currently assessed nursing portfolio as assessed via an approved PDRP at expert level.
- Demonstrated ability to work within a team.
- Demonstrated time management skills.

Key Attributes

- Effective communication skills.
- Positive attitude.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

Able to kneel

Able to get 1 knee up on bed

Able to squat

Able to raise arms above head

Able to reach arms out in front

Able to walk up 2 flights of stairs without stopping

Able to do at least 3 half press ups (i.e., on knees)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations.

DESIRABLE CRITERIA

Experience

- Experience in Emergency Department Nursing.

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional environment.
- An understanding of continuous quality improvement.



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.