



<b>POSITION TITLE</b>	<b>Clinical Nurse Specialist – Adult Respiratory</b>		
<b>GROUP</b>	Hospital Group	<b>DEPARTMENT</b>	Respiratory
<b>REPORTING TO (operationally)</b>	Medical Outpatients Operation Manager	<b>REPORTING TO (professionally)</b>	Director of Nursing - Hospital

<b>GROUP RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the Adult Respiratory Service in the Hawke’s Bay District Health Board (HBDHB) Staff reporting - Nil
<b>PURPOSE OF THE POSITION</b>	<p>As Clinical Nurse Specialist 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 people across the lifespan and continuum of health care e.g. primary and secondary sector.</p> <p>To lead innovative practice within the population group to improve patient flow across the sectors.</p> <p>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.</p>
<b>KEY DELIVERABLES</b>	<p><b>Delivery of safe and effective services in partnership with clinicians</b></p> <p>Demonstrates responsibility and risk management to provide specialist care that meets standards of service provision for the population:</p> <ul style="list-style-type: none"> <li>- Presenting with respiratory symptoms</li> <li>- With a respiratory diagnosis</li> <li>- Worsening/progressive/poorly managed symptoms</li> </ul> <ul style="list-style-type: none"> <li>• Provides specialist care, expertise and clinical leadership which includes advanced assessment, planning, nursing interventions and evaluation through nurse-led clinics and other relevant patient contacts.</li> <li>• Provides advice on complex clinical issues.</li> <li>• Discusses / refers to SMO as required.</li> <li>• Maintains a safe environment for patients and the public.</li> <li>• Standards of care are assured and documented.</li> <li>• Build effective relationships with clinical teams within the department and across other departments.</li> <li>• Supports primary health providers with management of specialist patients within the service</li> <li>• Provide evidence based expert health education and advice to patients and whanau to enable them to make health choices suitable to their needs and be self-managing.</li> <li>• Maintains professional knowledge and best practice relating to respiratory conditions</li> <li>• 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.</li> </ul> <p><b>Quality systems</b></p> <ul style="list-style-type: none"> <li>• Supports quality initiatives, contributes to specialty knowledge to facilitate continuity of quality patient care, during the patient journey.</li> <li>• Facilitates / engages in educational activities with colleagues sharing expert knowledge.</li> <li>• You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.</li> </ul>

<p><b>HEALTH &amp; SAFETY RESPONSIBILITIES</b></p>	<p>HBDHB is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>• Not to do anything that puts your own H&amp;S at risk</li> <li>• Not to do anything that puts others H&amp;S at risk</li> <li>• To follow all health and safety policies and procedures</li> <li>• To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p><b>KEY WORKING RELATIONSHIPS</b></p>	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>• Patients / Consumer / Tangata Whaiora</li> <li>• Clinical Nurse Manager-</li> <li>• Group Leadership Team</li> <li>• Senior medical staff</li> <li>• Resident medical officers</li> <li>• Health Services Managers and teams across HBDHB services and specialist community and regional services</li> <li>• Wider department nursing team</li> <li>• Wider Organisational Nursing teams</li> <li>• Chief Nursing Officer</li> <li>• Allied Health Staff</li> <li>• Other team members</li> <li>• Administration staff</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>• Other service providers</li> <li>• Other health providers / Māori Health providers / NGO/ISP</li> <li>• Rural health providers</li> <li>• Regional / other DHB services</li> <li>• Nursing Council of New Zealand</li> <li>• Ministry of Health / National Health Board</li> </ul>

<b>DELEGATION AND DECISION</b>	<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 &amp; 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>
<b>HOURS OF WORK</b>	1.0FTE or 80 hours per fortnight
<b>TENURE</b>	Permanent
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Designated Senior Nurse Grade 4 according to qualifications and experience pro rata for hours worked.
<b>DATE</b>	May 2022
<b>EXPENDITURE AND BUDGET RESPONSIBILITY</b>	Nil
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>• Understand and apply knowledge of commonly used respiratory medications including indications, safety, optimal dosing, inhaler, and Nicotine replacement therapy (NRT) delivery devices and techniques</li> <li>• Promote correct inhaler selection and technique for in-patients on the ward</li> <li>• Breathlessness – the use of systemic meds, including morphine and benzodiazepines, posturing, physiotherapy, palliative care, end-of-life care (EOL), and also breathlessness from non-respiratory causes</li> <li>• Oxygen Delivery – when to use high flow (and not), how to use it, how to spot when support is failing and what to do when it does fail. When to use nasal prongs and setting up of home oxygen for appropriate patients.</li> <li>• Chronic Respiratory failure support –building confidence and skills in stepping patients down to BiPAP for chronic support in an ambulatory ICU patient, facilitating more rapid step down to the ward with continuation of that support in a less acute setting. Commencement and titration of non-invasive ventilation (NIV) and continuous positive airways pressure (CPAP) in appropriate in-patients requiring respiratory support. Provision of on-going support for patients going home with NIV</li> <li>• Promotion of the highest standard of care and support in patients requiring chest drains including underwater sealed drains, indwelling pleural catheters (IPC); the use of fibrinolytics, appropriate use of chest x-ray, and supporting ward staff with trouble shooting.</li> <li>• Promotion of high standards of care for patients with tracheostomies on medical wards and supporting the decannulation process in appropriate patients</li> <li>• Assist with review of asthma/COPD in-patients when other respiratory nurses are on leave</li> </ul>

## 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.

### Experience

- Recent clinical experience, with at least 5 years of experience in acute medical nursing.
- Understanding of respiratory anatomy, function and common respiratory pathophysiology
- 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 Professional Development Recognition Programme (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 and COVID-19 vaccinations.

## DESIRABLE CRITERIA

### Experience

- Familiar with local, national and, where relevant, international guidelines for management of asthma and COPD
- Recent clinical experience with nursing ventilated patients or with non-invasive ventilation

### 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.

**RARANGATE 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.