

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Nurse Specialist			
Reports to	Operationally: Clinical Nurse Manager Orthopaedics Professionally: Clinical Nurse Manager Orthopaedics			
Location	Hawke's Bay Hospital			
Department	Orthopaedics			
Direct Reports	N/A		Total FTE	N/A
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	April 2025			
Job band (indicative)	Health NZ / NZNO CA, Senior Designated Nurses Scale Grade 2 (formerly grade 4) according to qualifications and experience			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

- Coordinate the care of complex orthopaedic patients, both acute and planned, to reduce length of stay, prevent readmission, using best practice standards.
- Provide specialist nursing care, expertise and leadership that ensures services to clients are provided in the most effective and efficient way. This will be in both direct care delivery and in support to other health professionals in the management of complex orthopaedic patients.
- To provide leadership and to lead innovative practice within the complex orthopaedic patient group, to improve patient flow across the sectors, with equity being a focus.

This role includes:

- This role works in partnership within the wider orthopaedic services.
- To support service development and lead the development of pathways, protocols, and guidelines in the area of specialty practice.

Key Result Area	Expected Outcomes / Performance Indicators
Deliver safe & effective services	<ul style="list-style-type: none"> • Demonstrates responsibility and risk management to provide specialist care that meets standards of service provision for the complex orthopaedic patient. • 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. • Provides advice on complex clinical issues. • Discusses / refers to senior clinicians (medical and nursing) as required. • Require advanced knowledge and skills in assessment, treatment, and management to provide culturally appropriate and quality care that will improve equitable access and health outcomes for Māori. • Liaises with other services and departments to ensure timely appointments / investigations / treatments. • Liaises with external agencies to coordinate care, ensuring timely and adequately supported discharges to appropriate placements. • Demonstrates provision of culturally safe practice and a confident approach to partnership, with health consumers and their whānau. • 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. • Build effective relationships with clinical teams within the orthopaedic service and across other relevant teams and providers. • Supports primary health providers with management of specialist patients within the service. • Work to ensure that services delivered are equitable and accessible for Māori and Pacifica and respond to the equitable distribution of healthcare. • Provide health services that are consistent with your education and assessed competence, which meets legislative requirements and are supported by appropriate standards.
Quality systems	<ul style="list-style-type: none"> • Demonstrates responsibility and risk management to provide specialist care that meets standards of service provision for the specific population. • Supports quality initiatives, undertakes audits, contributes to specialty knowledge to facilitate continuity of quality patient care, during the patient journey, maintaining a commitment to endorsing Te Tiriti o Waitangi in all practice. • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach, tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate internal and external networks to support current knowledge of leading practices. • Standards of care are assured and documented. • Supports practice innovation, new technologies, processes, procedures that will enhance the orthopaedic model of care . • Takes all reasonably practicable steps to eliminate, mitigate and report risks and hazards in the workplace that could cause harm,

	<p>placing employee and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</p> <ul style="list-style-type: none"> You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.
Professional Development	<ul style="list-style-type: none"> Engages in professional development and ongoing maintenance of continuing competence with a Professional Development Recognition Programme (PDRP) portfolio at an expert level, evidenced within 12 months of commencing within the role. Fosters and participates in peer review and reflective practice processes. Maintains and develops expert clinical best practice knowledge relating to orthopaedics, and promotes this across the sector and the Central Region networks. Facilitates / engages in educational activities with colleagues sharing expert knowledge. Demonstrates responsibility for supporting the learning of others e.g., new staff, graduates, nursing students, within the clinical area.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Supports 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 supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes. Demonstrates awareness of colonisation and power relationships. Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.

Relationships

External	Internal
<ul style="list-style-type: none"> Other service providers including NGO providers Regional services Academic providers e.g., EIT students & staff Nursing Council of New Zealand Health New Zealand – Te Whatu Ora Health Quality and Safety Commission 	<ul style="list-style-type: none"> Patients / consumers / Tangata Whaiora Clinical Nurse Manager / Associate Clinical Nurse Manager Wider department nursing and health care assistant (HCA) teams Director and Associate Director of Nursing Hospital Group Other teams across services Group Leadership Team Chief Nurse Medical staff Allied Health Staff Administration staff

About you – to succeed in this role

You will have

Essential:

- Experience in implementing Te Tiriti o Waitangi in action.
- Current registration with Nursing Council of New Zealand as Registered Nurse.
- Holds a current annual practising certificate 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.*
- Recent clinical experience, with at least five years' experience in orthopaedics.
- An understanding of long-term condition management.
- Proven ability to work within a multidisciplinary team.
- Proven problem solving and communication skills.
- Holds a currently assessed nursing portfolio as assessed via an approved PDRP at expert level.
- Full unendorsed driver's licence.
- Ability to kōrero with individuals or groups.

Desired:

- Prior experience in working with trauma patients.
- An understanding of continuous quality improvement.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own practice to continuously grow and improve.

- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.