

# Position Description | Te whakaturanga ō mahi

## Health New Zealand | Te Whatu Ora

<b>Title</b>	Clinical Nurse Specialist			
<b>Reports to</b>	Operationally: Clinical Nurse Manager Professionally: Clinical Nurse Manager			
<b>Location</b>	Hawke's Bay Hospital			
<b>Department</b>	Paediatric Services			
<b>Direct Reports</b>	Nil		<b>Total FTE</b>	N/A
<b>Budget Size</b>	<b>Opex</b>	N/A	<b>Capex</b>	N/A
<b>Delegated Authority</b>	<b>HR</b>	N/A	<b>Finance</b>	N/A
<b>Date</b>	June 2025			
<b>Job band (indicative)</b>	Health NZ / NZNO CA, Senior Designated Nurses Scale Grade 2 (formerly grade 4) according to qualifications and experience, pro rata for hours worked.			

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:

- Provide advanced nursing practice within the neonatal service, that works in partnership with whānau, registered nurses, medical and allied health staff.
- To ensure the effective coordination and delivery of neonatal care and will be responsible for ensuring expert nursing assessment, support and mentorship to the wider nursing team.
- To 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 neonate.
- Lead the advancement of professional knowledge and skills utilising current evidence-based practice to improve overall care to the neonate and their whānau.
- To provide leadership and to lead innovative practice to improve patient flow and patient safety.

Key Result Area	Expected Outcomes / Performance Indicators
<b>Deliver safe &amp; effective services</b>	<ul style="list-style-type: none"> <li>• Demonstrates responsibility and risk management to provide specialist care that meets standards of service provision for the neonatal population.</li> <li>• Provides specialist care, expertise and clinical leadership which includes advanced assessment, planning, nursing interventions and evaluation and other relevant patient contacts.</li> <li>• Provides advice on complex clinical issues.</li> <li>• Discusses / refers to other senior health professional as required.</li> </ul>

	<ul style="list-style-type: none"> <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 service, and with other relevant health care providers.</li> <li>• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same</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> </ul>
<b>Quality systems</b>	<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, maintaining a commitment to endorsing Te Tiriti o Waitangi in all practice.</li> <li>• 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.</li> <li>• Models an agile approach, tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> <li>• Facilitates / engages in educational activities with colleagues sharing expert knowledge.</li> <li>• Takes all reasonably practicable steps to eliminate, mitigate and report risks and hazards in the workplace that could cause harm, placing employee and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>• You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Fosters and participates in peer review and reflective practice processes.</li> <li>• Maintains and develops expert clinical best practice knowledge relating to the neonatal population and promotes this across the sector and Central Region networks.</li> <li>• Facilitates / engages in educational activities with colleagues sharing expert knowledge.</li> <li>• Demonstrates responsibility for supporting the learning of others e.g., new staff, graduates, nursing students, within the clinical area.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>

<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• 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.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
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## Relationships

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Primary and NGO sector</li> <li>• Regional services</li> <li>• Academic providers' students and staff</li> <li>• Nursing Council of New Zealand</li> <li>• New Zealand Nurses Organisation</li> <li>• Health New Zealand   Te Whatu Ora</li> <li>• Health Quality and Safety Commission</li> </ul>	<ul style="list-style-type: none"> <li>• Patients / consumers / Tangata Whaiora</li> <li>• Clinical Nurse Manager / Associate Clinical Nurse Manager</li> <li>• Wider department nursing and health care assistant (HCA) teams</li> <li>• Director and Associate Director of Nursing Specialist &amp; Community Services Group</li> <li>• Group Leadership Team</li> <li>• Chief Nurse</li> <li>• Medical staff</li> <li>• Allied Health Staff</li> <li>• Other team members</li> <li>• Administration staff</li> </ul>

## 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 of experience in neonatal nursing.
- Proven ability to work within a multidisciplinary team.
- Proven problem solving and communication skills.

- Hold a currently assessed nursing portfolio as assessed via an approved PDRP at expert level.

**Desired:**

- An understanding of continuous quality improvement
- RN prescribing as endorsed by the Nursing Council of New Zealand
- New Born Life Support Instructor
- Lactation Consultant

**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.*