

<b>Health New Zealand</b> Te Whatu Ora	<b>POSITION TITLE</b>	<b>Clinical Nurse Specialist Community Diabetes</b>		
	<b>GROUP</b>	Specialist and Communities Group	<b>DEPARTMENT</b>	Diabetes service
	<b>REPORTING TO (operationally)</b>	Clinical Nurse Manager, Diabetes & Endocrine	<b>REPORTING TO (professionally)</b>	Clinical Nurse Manager, Diabetes & Endocrine
<b>GROUP RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role sits with the Diabetes and Endocrine Service in Te Matau a Māui Hawke’s Bay Staff reporting - Nil			
<b>PURPOSE OF THE POSITION</b>	<p>As a 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 their clients. In particular those with long-term conditions, in the community setting with a focus on preventing hospitalisation, reducing readmissions and supporting discharge to reduce LOS.</p> <ul style="list-style-type: none"> <li>As a CNS 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.</li> <li>Lead innovative practice and models of care within the population group to ensure equity and timely access to health care.</li> <li>Responds to the equitable distribution of healthcare beyond traditional modes of care.</li> <li>Support and education individuals (and/or their whānau) to independently manage all aspects of their health care.</li> <li>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.</li> <li>This includes ensuring the most effective use of resources for diabetes 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.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Delivery of safe and effective services in partnership with clinicians</b></p> <ul style="list-style-type: none"> <li>Demonstrates responsibility and risk management strategies to provide care that meets standards within a co-existing framework.</li> <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>Demonstrates clinical excellence and maintains clinical competencies relevant to Diabetes Nursing through accreditation with Aotearoa College of Diabetes Nurses (NZNO).</li> <li>Provides advice on complex clinical issues.</li> <li>Discusses / liaises / refers to other relevant health practitioners 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, across other departments and across the health sector.</li> <li>Supports health providers with the nursing management of patients with diabetes.</li> <li>Provide evidence based expert health education and advice to patients and whānau to enable them to make health choices suitable to their needs to become confident with self-management</li> <li>Develops service systems and processes which support self-management and focus on maintaining individuals in the community environment.</li> </ul> <p><b>Quality systems</b></p> <ul style="list-style-type: none"> <li>Supports quality initiatives, contributes to speciality knowledge to facilitate continuity of quality patient care, during the patient journey.</li> <li>Is accountable for researching, evaluating, developing and implementing standards of nursing practice, developing evidence-based practice including clinical protocols and guidelines.</li> <li>You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.</li> <li>Monitor and report on agreed service deliverables.</li> </ul>			

KEY DELIVERABLES	<b>Professional Development and Education</b> <ul style="list-style-type: none"> <li>Facilitates / engages in educational activities with colleagues as a resource person for the development support and sharing of expert knowledge.</li> <li>Maintains professional knowledge and best practice relating to caring for people with diabetes including demonstrating evidence of assessment, diagnosis, planning, implementation and evaluation of care, coordination of care and liaison with other health professionals.</li> <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 the role.</li> <li>Fosters and participates in peer review and reflective practice processes.</li> </ul>	
HEALTH & SAFETY RESPONSIBILITIES	<p>Te Matau a Māui Hawke’s Bay 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>	
KEY WORKING RELATIONSHIPS	<b>INTERNAL</b> <ul style="list-style-type: none"> <li>Clinical Nurse Manager</li> <li>Wider department nursing team</li> <li>Director of Nursing &amp; ADoN Whānau &amp; Communities</li> <li>Whānau &amp; Communities Group Leadership Team</li> <li>Community Nursing Teams</li> <li>Chief Nursing Officer</li> <li>Medical staff</li> <li>Allied Health Staff</li> <li>Wider Organisational Nursing teams</li> <li>Other team members</li> </ul>	<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>Families/whanau and caregivers</li> <li>Primary health care providers</li> <li>General Practice</li> <li>Māori/Pacific and other health providers</li> <li>NGO’s and other relevant community health and social service agencies</li> <li>Education providers/tertiary institutions</li> <li>Suppliers of consumables</li> <li>Diabetes industry representatives</li> </ul>
DELEGATION AND DECISION	<ul style="list-style-type: none"> <li>Registered Nurses are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines.</li> <li>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.</li> </ul>	
HOURS OF WORK	80 hours per fortnight (Monday – Friday)	
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB’s NZNO Nursing and Midwifery Multi Employer Collective Agreement (MECA) Designated Senior Nurse Grade 4, gross per annum according to qualifications and experience pro rata for hours worked.	
DATE	October 2024	
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> <li>This role works in partnership with the wider integrated LTC teams including but not limited to: LTC Nurse Practitioners and CNS’s , and allied health practitioners with a Diabetes focus, hospital specialist services, General Practice, PHO and Iwi based Diabetes nurses.</li> <li>This is a community facing role with patient care taking place in a home environment, a stationary or mobile clinic and be provided in a variety of locations throughout Hastings, Napier, Central Hawkes Bay and Wairoa.</li> </ul>	

## ESSENTIAL CRITERIA

### Qualifications

- Current registration with the Nursing Council of New Zealand as a 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 five years with a broad range of clinical experience.
- Experience working in the community environment.
- High level of clinical competency.
- Agent for change and ability to work collaboratively across the health sector.

### Business / Technical Skills

- A current practicing certificate with the Nursing Council of New Zealand.
- Evidence of meeting specialist level knowledge and skills in diabetes nursing using the NZ National Diabetes Nursing Knowledge and Skills Framework (2018).
- Commitment to achieving and maintaining accreditation with Aotearoa College of Diabetes Nurses (NZNO).
- Demonstrated ability to work within a team.
- Demonstrated time management skills.
- Evidence of ability to promote effective relationships across the health sector.
- Current unendorsed New Zealand driver's licence.
- Competent computer skills.
- Holds a currently assessed nursing portfolio as assessed via an approved Professional Development Recognition Programme (PDRP) at expert level.

### Key Attributes

- Effective communication skills.
- A positive attitude.
- Motivated and enthusiastic.

### 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 one knee up on a bed.
- Able to squat.
- Able to raise arms above head.
- Able to reach arms out in front.
- Able to walk up two flights of stairs without stopping.
- Able to do at least three half press ups (i.e. on knees).

### Vaccination status for role

Vaccinations as per the current employee immunisation policy, including annual influenza and COVID vaccinations in accordance with current mandates.

## DESIRABLE CRITERIA

### Experience

- Adult teaching and learning experience.
- Ability to motivate others towards a common goal.

### Business / Technical Skills

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



## 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.