

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

<b>Title</b>	Clinical Nurse Specialist – Stomal Therapy		
<b>Reports to</b>	Clinical Nurse Manager		
<b>Location</b>	Capital, Coast and Hutt Valley		
<b>Department</b>	Community Health Service		
<b>Direct Reports</b>	Nil	<b>Total FTE</b>	Nil
<b>Budget Size</b>	<b>Opex</b>	Nil	<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>	Nil	<b>Finance</b>
<b>Date</b>	June 2026		
<b>Salary band (indicative)*</b>	NZNO Collective Agreement/ PSA Collective Agreement Grade 2 Step 1-3		

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 that health workers bring to their mahi.

**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

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The primary purpose of the Clinical Nurse Specialist (CNS) Stomal Therapy role is to:

Provide specialist nursing advice, care and expertise, both in delivering direct patient care and in supporting other staff caring for patients with a Stoma. The focus is on assisting, directing and supporting the patient care and whānau with a Stoma through modelling expert clinical skills, promoting best practice, facilitating interdisciplinary collaboration and providing education. The CNS has an active role in the development and achievement of the strategic direction for the Community Health Service.

The CNS leads developing and implementing speciality specific pathways, protocols and guidelines, in accordance with relevant national and international standards and guidance. This includes evaluating standards of care, in line with research, policy and evidenced-based practice across a range of settings.

The CNS – Stomal Therapy uses advanced nursing knowledge and skills to:

- Maintain Nurse-led services in inpatient, outpatient, home and community settings.
- Participate in the planning and delivery of education for district health professionals that support and enhance management of Stoma management.
- The focus is on assisting, directing and supporting the care of patients with Stomal therapy requirements through role modelling, expert clinical skills, promoting best practice, facilitating interdisciplinary collaboration and providing education.
- Takes a lead role in researching, developing, implementing and evaluating standards of care, in line with evidenced-based practice in both the inpatient and outpatient setting.

- Meets the Nursing Council of New Zealand requirements to maintain safe prescribing practice within a collaborative healthcare team.
- As a senior nurse leads the development of service specific pathways, protocols and guidelines, in accordance with National Service Framework, Transitional and Support Services –Stomal Therapy Services Tier Three service specification.
- Demonstrates specific Stomal therapy competence by using the NZNO Stomal Therapy Knowledge and Skills Framework. May 2021

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
<b>Professional Accountabilities</b>	<ul style="list-style-type: none"> <li>• Accepts responsibility for ensuring their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements</li> <li>• Role models expert and advancing practice and applies the principles of Te Tiriti o Waitangi in nursing practice</li> <li>• Contributes to improving inequities by working with colleagues to operationalise Te Whatu Ora’s commitment to meet the Pae Ora (Healthy Futures) Act 2022 obligations as Te Tiriti o Waitangi partners.</li> <li>• Leads and supports excellence in nursing practice</li> </ul>
<b>Provide safe and expert patient care</b>	<ul style="list-style-type: none"> <li>• Works directly with patients’ whānau and staff in a variety of clinical settings as an expert resource and role model</li> <li>• Uses expert knowledge and skills to perform comprehensive patient assessment, plan care, manage complex needs and arrange follow-up for patients, including the whānau where appropriate</li> <li>• Clinical knowledge is advanced to meet complex patient needs</li> <li>• Prioritises and responds to direct referrals from health professionals or service users in response to identified criteria/ service standards</li> <li>• Uses assessment findings to foresee likely course of events and recommend/ implement appropriate changes to patient care</li> <li>• Demonstrates sound levels of clinical judgement and ethical decision making in implementing and/or modifying interventions</li> <li>• Utilizes effective problem solving skills with service users to reduce hospitalisation duration and facilitate early safe discharge</li> <li>• Facilitates a collaborative, interdisciplinary approach to clinical management, assisting access to appropriate diagnostic tests, interventions and therapies</li> <li>• Provides effective emotional and informational support to service patient and whānau</li> <li>• Accurately documents patient assessment, interventions, referrals and/or follow-ups</li> <li>• Uses initiative and clinical judgment in the application of relevant policies, procedures and clinical guidelines</li> <li>• Practices autonomously and collaboratively within RN scope of practice, recognises limitations and consults/refers on appropriately.</li> </ul>
<b>Works collaboratively to ensure safe</b>	<ul style="list-style-type: none"> <li>• Acts as a nursing resource across clinical settings and disciplines, sharing clinical expertise both formally and informally</li> </ul>

<p><b>and effective care delivery</b></p>	<ul style="list-style-type: none"> <li>• Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff</li> <li>• Provides clinical expertise/ guidance in the assessing, planning and management of complex patients</li> <li>• Effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure a seamless transition between services, including primary and secondary care</li> <li>• Evaluates the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly</li> <li>• Facilitates the communication of consistent and realistic information to patients and families</li> <li>• Facilitates opportunities for nursing and medical staff to participate and collaborate in patient care discussion.</li> </ul>
<p><b>Provides effective nursing leadership</b></p>	<ul style="list-style-type: none"> <li>• Role models and applies the principles of Te Tiriti O Waitangi in nursing practice</li> <li>• Champions equity and diversity in the workplace</li> <li>• Visible and accessible to direct care nurses</li> <li>• Leads practice innovation and initiative</li> <li>• Leads and influences practice standard to reflect current nursing knowledge, research and best practice</li> <li>• Coaches and role models expert clinical skills and professional nursing practice (teamwork, behaviour attitudes and conduct)</li> <li>• Incorporates an awareness of broader health policies on provision of care delivery within the district</li> <li>• Provides a nursing perspective in organisation and planning at a service level contributing to strategic direction of Service and Speciality</li> <li>• Responds with constructive strategies to meet new challenges and initiates/ adopts change early</li> <li>• Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar</li> <li>• Engages with Care Capacity Demand Management (CCDM)</li> <li>• Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management</li> <li>• Fosters and participates in peer education, peer review processes, case review and reflective practice</li> <li>• Actively involved in local and national reviews of guidelines</li> </ul>
<p><b>Enhances inter-professional healthcare and provision of quality services</b></p>	<ul style="list-style-type: none"> <li>• In collaboration with the services, identifies and proposes quality improvement initiatives using data-driven decision-making and effective change management processes</li> <li>• Collates and maintains patient data for analysis, audit and reporting</li> <li>• Actively seeks and incorporates feedback, to improve quality of care delivered, through presenting and participating in patient review</li> <li>• Evaluates nursing practice against current standards of best practice</li> <li>• Monitors and acts upon nurse sensitive quality indicators</li> <li>• Contributes as a clinical expert in the investigation, critical assessment and management of any adverse/reportable events</li> </ul>

	<ul style="list-style-type: none"> <li>• Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes</li> <li>• Actively involved in long term on-going case and peer reviews</li> <li>• Attends appropriate educational meetings including clinical reviews</li> <li>• Participates in required mandatory training for clinical staff</li> </ul>
<b>Advances nursing and practice through research and scholarship</b>	<ul style="list-style-type: none"> <li>• Maintains required clinical competencies and technical expertise and as applicable expanded practice and national credentialing</li> <li>• Reviews research, literature and practice trends to inform practice and ensure currency</li> <li>• Proactive in identifying own professional development needs and negotiating appropriate resources including post graduate courses</li> <li>• Identifies researchable practice issues and engages support in undertaking research, audit and/or internal validation studies</li> <li>• Promotes the specialty and/or service from a nursing perspective through presentation and /or publication</li> <li>• Participates in local/national professional nursing or specialty groups</li> <li>• Uses professional nursing/specialty organisation membership to benefit the practice environment/ nursing service</li> <li>• Maintains professional development to support role competencies and credentialing when required for procedures e.g. expanded practice, colposcopy etc.</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>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <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> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <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>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>

<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the Clinical Nurse Manager**

- Clinical or operational matters that requires escalation must be referred to the relevant health professionals and/or Nurse Director.

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Awanui Laboratories</li> <li>• Primary Health Teams</li> <li>• Aged Care Providers</li> <li>• Community services e.g. Care Coordination services</li> <li>• Non-Government Organisations, e.g. Maori, Pacific Health</li> <li>• Professional Nursing Associations/Colleges</li> </ul>	<ul style="list-style-type: none"> <li>• Senior nurses and nursing leadership</li> <li>• Nursing teams</li> <li>• Medical teams</li> <li>• Allied professionals</li> <li>• Other interdisciplinary team members</li> <li>• Patient administration services</li> <li>• Community Health Services</li> <li>• Clinical support services e.g. security orderlies, radiology, infection prevention control</li> <li>• Support services e.g. Māori and Pacific Health Units, Disability Services, Centre of Excellence</li> <li>• Workforce and Practice Development Unit</li> </ul>

**About you – to succeed in this role**

**You will have**

**Essential:**

- Current NCNZ Registered Nurse Annual Practicing Certificate.
- Clinical expertise and experience aligning with Stomal Therapy
- Clinical Postgraduate (PG) Diploma with postgraduate clinical courses (e.g. pathophysiology, advanced assessment and pharmacology) provide essential clinical knowledge for the

CNS role. These are prerequisite courses to undertake a RN prescribing practicum. Note: Service and nursing leadership approval is required to undertake the RN prescribing practicum.

- At Expert or Senior level in Professional Development Recognition Programme (PDRP) and committed to maintain Senior once appointed to position
- Demonstrate initiative, motivation and a commitment to learning.
- Comprehensive understanding the NZ Health System including equity issues, professional leadership and emerging issues for the nursing profession

**Desired:**

- Experience in implementing Te Tiriti o Waitangi in action.

**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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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 leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

**Desired:**

- An enthusiasm and passion for ongoing nursing practice development
- A strong patient care focus with strengths in sharing that information
- High quality care for the patient and whānau with a strong equity focus
- Ensuring that they follow through on their work to deliver on identified outcomes.

*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.*

*\*The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*