

Position Description

Position	Clinical Nurse Specialist - Maxillofacial, Burns and Plastic Surgery
Team / Service	Wellington Regional Maxillofacial, Burns and Plastic Surgery Service
Group / Directorate	Surgical Services Group
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Nurse Manager
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from the Maxillofacial, Burns and Plastic Surgery Unit within outpatients and inpatients at the Hutt Valley Hospital site. From time to time as part of Variance Response you may be required to work in other areas.

Te Whatu Ora

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

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care

- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services Rheumatology Dental Services Regional Public Health and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

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| Mana whakahaere | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources. |
| Mana motuhake | Enabling the right for Māori to be Māori (Māori self-determination) to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori. |
| Mana tāngata | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness. |
| Mana Māori | Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge). |

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whānau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Group Perspective

The Surgical Service Group is one of six within CCHV district provider services. Specialties within the Directorate are at secondary and tertiary level with service provision for the district, the central Region and wider Regions. Surgical operating provision is largely across 3 hospitals (Wellington, Hutt, and Kenepuru) and a district outsourcing plan with private providers. Outpatient clinics are held at Wellington, Hutt Valley,

Kenepuru, Paraparaumu, contracted at private provider sites, Marae and through hub and spoke arrangements at other regional hospitals.

Service Perspective

Hutt Hospital is 260 bed general district hospital, serving a population of 134,000. The plastic surgery unit has a 27 bed Unit and the service provides tertiary services to Nelson/Marlborough, Wellington, Wairarapa, Palmerston North, Hawke's Bay, and Whanganui districts (and also Taranaki for some head and neck cancer patients) equating to a population of 1.2 million

Role Purpose

The Clinical Nurse Specialist (CNS) Maxillofacial, Burns and Plastic Surgery provides specialist nursing advice, care and expertise, both in delivering direct patient care and in supporting other staff caring for patients with complex wounds. This new CNS role provides comprehensive wound care assessment and management for the maxillofacial, burns and plastic surgery inpatient (Unit) and outpatient population. The CNS specialist practice approach will assist, direct and support acute and longer-term expertise in complex wound management.

The CNS Maxillofacial, Burns and Plastic Surgery, while predominately working with patients associated with the Unit may also provide consultative input on request for other inpatients with complex wound care needs. The CNS through modelling expert clinical skills, promoting best practice, facilitating interdisciplinary collaboration and providing education, will reinforce management within the patient's own care setting. The CNS has an active role in the development and achievement of the strategic direction for the tertiary regional Maxillofacial, Burns and Plastic Surgery 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.

Where relevant to the speciality practice, the CNS with service approval will work towards becoming a designated prescriber in primary health and speciality teams with Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand (NCNZ).

The CNS - Maxillofacial, Burns and Plastic Surgery, uses advanced nursing knowledge and skills to:

- Establish CNS-led clinic in the plastic outpatients to provide specialist support to the patients assessed as requiring additional review to improve management to meet the needs for complex care
- Establish a referral process for CNS consultation for requests from other services with patients requiring review for complex wounds within district and regionally. This includes liaison with regional hospitals regarding triage for plastic referral and complex case management
- Utilise Trendcare to capture unit/outpatient/district and regional work to inform monthly reporting
- Contribute to the district Tissue Viability Working Group quarterly meetings
- Support clinical trials for wound care product across the district
- Support procurement systems and processes to streamline dressing products across the District

- Optimise CNS clinics by initiating relevant investigations (e.g. laboratory, radiology ordering) linked to treatment and surveillance (NOTE: only when preapproved with policy to support delegated responsibility that is approved by nursing leadership and Service)
- Contributes to education delivery to optimise complex wound care management. Note: Request to present to external organisations needs Service and nursing leadership approval.

Key Accountabilities

The following accountabilities are in addition to the NCNZ competencies for registered nurses (RN). The CNS is expected to be Senior Expert (CC) and Expert (HV) on the Professional Development and Recognition Programme (PDRP). Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as an advanced practice nurse.

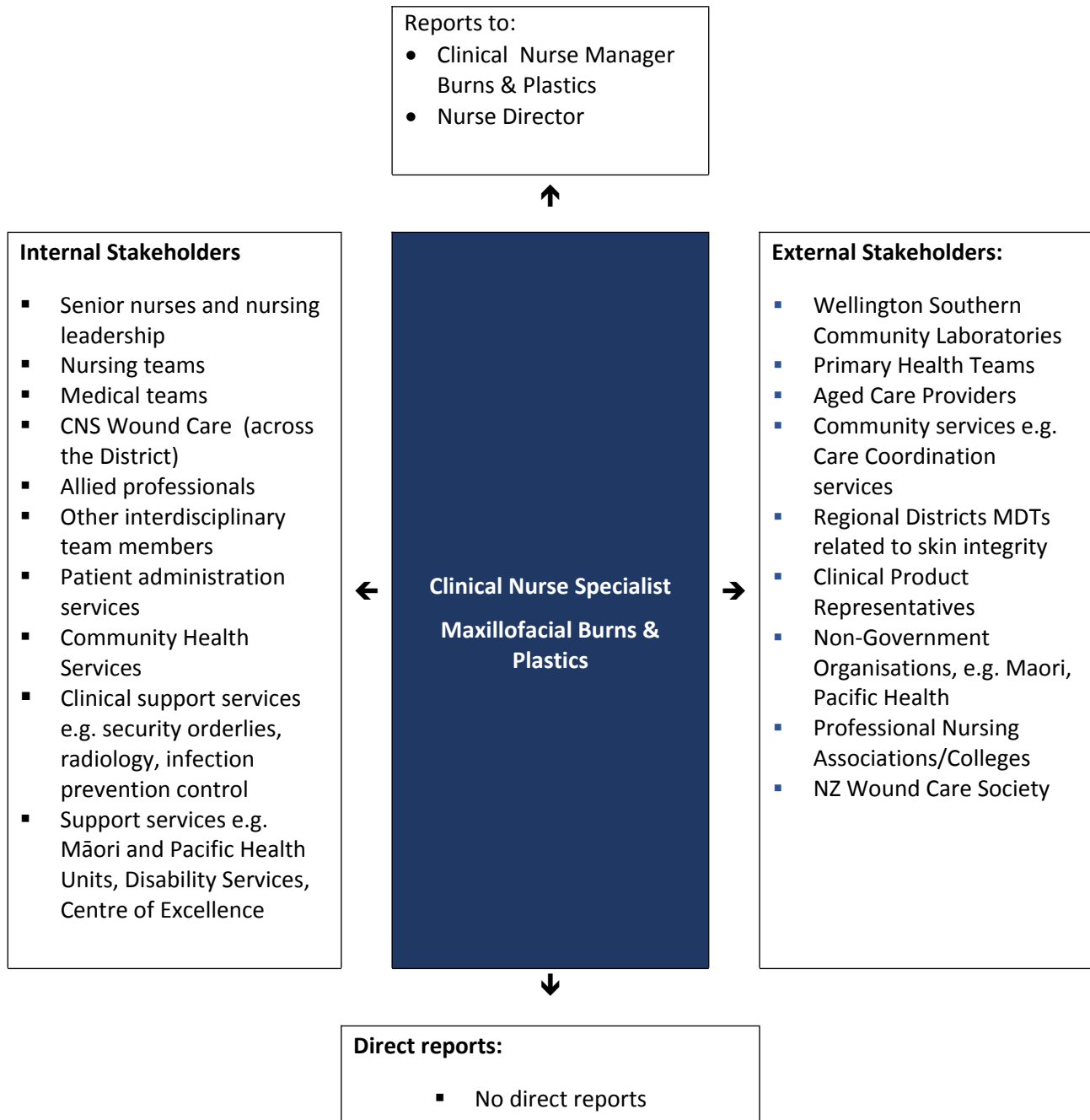
In this Position Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Key accountabilities	Deliverables / Outcomes
1. Provide safe and expert patient care	▪ Works directly with patients' whānau and staff in a variety of clinical settings as an expert resource and role model ▪ 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 ▪ Clinical knowledge is advanced to meet complex patient needs ▪ Prioritises and responds to direct referrals from health professionals or service users in response to identified criteria/ service standards ▪ Uses assessment findings to foresee likely course of events and recommend/ implement appropriate changes to patient care ▪ Demonstrates sound levels of clinical judgement and ethical decision making in implementing and/or modifying interventions ▪ Utilizes effective problem solving skills with service users to reduce hospitalisation duration and facilitate early safe discharge ▪ Facilitates a collaborative, interdisciplinary approach to clinical management, assisting access to appropriate diagnostic tests, interventions and therapies ▪ Provides effective emotional and informational support to service patient and whānau ▪ Accurately documents patient assessment, interventions, referrals and/or follow-ups ▪ Uses initiative and clinical judgment in the application of relevant policies, procedures and clinical guidelines ▪ Practices autonomously and collaboratively within RN scope of practice, recognises limitations and consults/refers on appropriately.
2. Works collaboratively to ensure safe and effective care delivery	▪ Acts as a nursing resource across clinical settings and disciplines, sharing clinical expertise both formally and informally ▪ Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff

Key accountabilities	Deliverables / Outcomes
	▪ Provides clinical expertise/ guidance in the assessing, planning and management of complex patients ▪ Effectively communicates and coordinates the plan of care with the multidisciplinary team to ensure a seamless transition between services, including primary and secondary care ▪ Evaluates the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly ▪ Facilitates the communication of consistent and realistic information to patients and families ▪ Facilitates opportunities for nursing and medical staff to participate and collaborate in patient care discussion.
3. Provides effective nursing leadership	▪ Role models and applies the principles of Te Tiriti O Waitangi in nursing practice ▪ Champions equity and diversity in the workplace ▪ Visible and accessible to direct care nurses ▪ Leads practice innovation and initiative ▪ Leads and influences practice standard to reflect current nursing knowledge, research and best practice ▪ Coaches and role models expert clinical skills and professional nursing practice (teamwork, behaviour attitudes and conduct) ▪ Incorporates an awareness of broader health policies on provision of care delivery within the district ▪ Provides a nursing perspective in organisation and planning at a service level contributing to strategic direction of Service and Speciality ▪ Responds with constructive strategies to meet new challenges and initiates/ adopts change early ▪ Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar ▪ Engages with Care Capacity Demand Management (CCDM) ▪ Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management ▪ Fosters and participates in peer education, peer review processes, case review and reflective practice ▪ Actively involved in local and national reviews of guidelines ▪ Ensures health and safety practice meet the requirements of health and safety at work legislation
4. Enhances inter-professional healthcare and provision of quality services	▪ Effectively communicates with all member of the multidisciplinary team on the management of patients to develop and coordinate a plan of care ▪ In collaboration with the services, identifies and proposes quality improvement initiatives using data-driven decision-making and effective change management processes ▪ Collates and maintains patient data for analysis, audit and reporting

Key accountabilities	Deliverables / Outcomes
	▪ Actively seeks and incorporates feedback, to improve quality of care delivered, through presenting and participating in patient review ▪ Evaluates nursing practice against current standards of best practice ▪ Monitors and acts upon nurse sensitive quality indicators ▪ Contributes as a clinical expert in the investigation, critical assessment and management of any adverse/reportable events ▪ Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes ▪ Actively involved in long term on-going case and peer reviews ▪ Attends appropriate educational meetings including clinical reviews ▪ Participates in required mandatory training for clinical staff
5 Advances nursing and practice through research a scholarship	▪ Maintains required clinical competencies and technical expertise and as applicable expanded practice and national credentialing ▪ Reviews research, literature and practice trends to inform practice and ensure currency ▪ Proactive in identifying own professional development needs and negotiating appropriate resources including post graduate courses ▪ Identifies researchable practice issues and engages support in undertaking research, audit and/or internal validation studies ▪ Promotes the specialty and/or service from a nursing perspective through presentation and /or publication ▪ Participates in local/national professional nursing or specialty groups ▪ Uses professional nursing/specialty organisation membership to benefit the practice environment/ nursing service

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies that provide a framework for selection and development.

Competency	Behaviours
Equity	- Commits to helping all of our people to achieve equitable health outcomes - 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 - Supports the dismantling of policies, procedures and practices that cause inequity - Supports Māori-led responses - Supports Pacific-led responses - Supports Disability-focused responses
Commitment to Kawa Whakaruruhau	- Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi to nursing practice; - Works towards achieving equitable health outcomes for Māori; - Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care; - Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity; - Support the expression of hauora Māori models of care and mātauranga Māori
Dealing with Ambiguity	- Can effectively cope with change - Is adaptable and flexible - Can decide and act without having the total picture - Can comfortably manage risk and uncertainty
Decision Quality	- Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement - Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time - Sought out by others for advice and solutions
Directing Others	- Is good at establishing clear directions - Sets stretching objectives - Distributes the workload appropriately - Lays out work in a well-planned and organized manner - Maintains two-way dialogue with others on work and results - Brings out the best in people - Is a clear communicator
Process Management	- Good at figuring out the processes necessary to get things done - Knows how to organize people and activities

Competency	Behaviours
	- Understands how to separate and combine tasks into efficient work flow - Knows what to measure and how to measure it - Can simplify complex processes - Gets more out of fewer resources
Interpersonal Savvy	- Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation - Builds appropriate rapport; - Builds constructive and effective relationships; - Uses diplomacy and tact; - Can diffuse even high-tension situations comfortably
Quality & Innovation	- Provides quality service to those who rely on one's work - Looks for ways to improve work processes - suggests new ideas and approaches - Explores and trials ideas and suggestions for improvement made by others - Shows commitment to continuous learning and performance development

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Clinical expertise and experience aligning with Maxillofacial, Burns and Plastic Surgery
- Excellent communication, interpersonal, facilitation and coaching skills
- Experience in practice development and quality improvement strategies
- Comprehensive knowledge informs NZ Health System understanding including equity issues, professional leadership and emerging issues for the nursing profession
- Note: for a CNS role intended to incorporate NCNZ authorisation in *RN Prescribing in primary health and specialty teams*, there is requirement for a minimum three years practice in the area they intend to prescribe (with at least one year of the total practice must be in NZ or similar context)

B. Essential Professional Qualifications / Accreditations / Registrations:

- Expert level in Professional Development Recognition Programme (PDRP) and committed to maintain Expert/Senior (CC) or Expert (HV) PDRP
- Clinical Postgraduate Diploma is the required qualification however there is support to complete a Masters qualification.
- The prerequisite postgraduate clinical courses to undertake a RN prescribing practicum for NCNZ authorisation in *RN prescribing in primary health and specialty teams*, provide essential clinical knowledge for the CNS role. Note: Service and nursing leadership approval is required to undertake the RN prescribing practicum.
- Complete when in the role Certificate in Wound Debridement NZQA Level 7 and the Expanded Practice Competencies on PDRP

C. Someone well-suited to the role will place a high value on the following:

- Commitment to Te Tiriti o Waitangi

- Living the District values
- 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.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed