

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Clinical Nurse Specialist (CNS)
Reports to	Nurse Manager
Location	[Hutt Valley
Department	Emergency Department

Date	18 August 2026
Salary band (indicative)ⁱ	Senior Designated Nurses Grade 2
Children's Worker roleⁱⁱ	[Yes]

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

The Clinical Nurse Specialist (CNS) – Emergency provides specialist nursing leadership, expertise and advice within the Emergency Department, supporting the delivery of safe, high-quality, evidence-based care to patients and whānau presenting with a range of emergency, minor illness and minor injury presentations.

The CNS works at an advanced level of nursing practice, using expert clinical knowledge, critical thinking and increased autonomy to assess, manage and coordinate care for patients within their scope of practice. The role contributes to timely assessment, treatment and discharge, supporting improved patient experience, patient flow and effective use of Emergency Department resources.

The CNS provides expert clinical support to nursing and multidisciplinary colleagues, models excellence in clinical practice, facilitates collaboration and contributes to the development of nursing capability and professional practice within the Emergency Department.

The CNS leads and contributes to the development, implementation and evaluation of speciality-specific pathways, protocols, guidelines and models of care, ensuring practice

reflects current evidence, research, national and international standards, Health New Zealand requirements and Nursing Council of New Zealand expectations.

The CNS contributes to the strategic and operational direction of the Emergency Department and works collaboratively with Mātanga Tapuhi Nurse Practitioners, Senior Medical Officers and other members of the multidisciplinary team to support safe, effective and equitable patient care.

Where supported by service requirements and within the approved scope of practice, the CNS will work towards designation as a Registered Nurse prescriber in accordance with Nursing Council of New Zealand requirements. The agreed timeframe for achieving prescribing designation will be established with the CNS and reflected in the position's employment arrangements.

Key Result Area	Expected Outcomes / Performance Indicators
1. Advanced Clinical Practice	• Provides advanced nursing assessment, clinical management and care for patients presenting with minor illness, minor injury and other presentations within the agreed scope of practice. • Demonstrates a high level of clinical judgement, critical thinking, autonomy and accountability appropriate to advanced nursing practice. • Provides safe, timely and evidence-based care that supports improved clinical outcomes, patient experience and appropriate patient flow. • Recognises changing clinical presentations, complexity and deterioration and escalates appropriately to Mātanga Tapuhi Nurse Practitioners, Senior Medical Officers or other appropriate multidisciplinary colleagues. • Utilises appropriate clinical investigations and diagnostic information within approved scope, policy and professional requirements to support assessment and management. • Supports appropriate discharge and follow-up planning within agreed clinical guidelines, pathways and governance arrangements.
2. Specialist Nursing Expertise and Clinical Leadership	• Acts as a recognised clinical expert and specialist nursing resource within the Emergency Department. • Provides specialist advice, guidance and support to nursing and multidisciplinary colleagues managing patients with complex or specialist care needs. • Demonstrates and promotes excellence in clinical practice through role modelling, coaching, consultation and professional leadership. • Provides specialist expertise in areas relevant to Emergency Department practice, including wound management, isolated

	limb trauma and other agreed areas of clinical speciality. • Promotes consistent, high-quality clinical standards and supports staff to develop confidence, competence and capability in specialist areas of practice. • Contributes to a culture of clinical excellence, professional accountability, learning and continuous improvement.
3. Patient Flow, Access and Nurse-Led Models of Care	• Strengthens and supports nurse-led models of care that improve access to timely assessment, treatment and appropriate discharge. • Contributes to reduced length of stay and improved patient flow through effective utilisation of advanced nursing practice. • Supports a patient and whānau-centred approach that promotes timely, safe and equitable access to Emergency Department care. • Works collaboratively across nursing, medical and multidisciplinary teams to improve coordination and continuity of care. • Uses service activity, patient acuity, presentation types and workload information to support evaluation and ongoing development of the CNS model of care. • Contributes to regular review of the CNS caseload and service activity to ensure the role remains responsive to patient and service needs.
4. Clinical Practice Development, Evidence and Governance	• Leads and contributes to the development, implementation, review and evaluation of speciality-specific pathways, protocols, guidelines and models of care. • Ensures clinical practice reflects current evidence, research, professional standards, policy and relevant national and international guidance. • Identifies opportunities to improve the quality, safety, effectiveness and consistency of patient care. • Participates in clinical audit, evaluation, quality improvement and service development activities relevant to the CNS scope of practice. • Contributes specialist nursing expertise to the development and review of Emergency Department policies, procedures and clinical standards. • Supports the translation of evidence and research into clinical practice and promotes a culture of continuous improvement.
5. Education, Capability and	• Provides education, clinical support and professional development that enhances nursing and multidisciplinary

Professional Development	capability within the Emergency Department. • Promotes advanced nursing practice and supports the development of nurse-led models of care. • Contributes to the professional development of nursing staff through clinical teaching, coaching, role modelling and specialist support. • Works collaboratively with nursing and medical leadership to identify and respond to education and capability needs. • Supports staff to develop and maintain clinical competence relevant to Emergency Department practice. • Acts as a positive role model for professional practice, clinical leadership and patient-centred care.
6. Strategic Leadership and Service Development	• Contributes to the strategic and operational direction of the Emergency Department through specialist nursing expertise. • Identifies opportunities for service improvement and contributes to the design, implementation and evaluation of new models of care. • Uses clinical data, service activity and patient outcomes to inform service development and role evaluation. • Builds effective relationships with nursing, medical and multidisciplinary teams to support integrated care and service priorities. • Contributes to achieving Emergency Department quality, safety, flow and patient experience objectives. • Demonstrates leadership consistent with Health New Zealand values, Nursing Council of New Zealand standards, Te Tiriti o Waitangi obligations and a commitment to equitable outcomes for patients and whānau.
7. Prescribing and Advanced Scope Development	• Where supported by service requirements, works towards achieving Registered Nurse prescribing designation within the relevant Nursing Council of New Zealand requirements and approved scope of practice. • Demonstrates progression towards prescribing competency within the agreed timeframe established with the service. • Uses prescribing authority safely, appropriately and in accordance with legislation, professional standards, policy and service governance. • Contributes to the development of prescribing within nurse-led Emergency Department models to improve timely access to appropriate treatment and care.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Primary & Community Care • Service Coordination Centre • Staff from other DHBs	• Chief Nursing Officer • Directors of Nursing (DoNs) • Nursing (incl HCAs), Allied Health & Medical staff • Service Group Manager/ Service Manager – Hospital operations • Clinical Support Services (speciality services) • Non-Clinical Support Services • Administration/Clerical Staff

- Integrated Operations Centre
- Maori Health Unit
- Pacific Health Service
- Practice Development Unit
- Infection Prevention and Control
- Service Quality & Innovation
- Care Capacity Demand Management (CCDM) Unit

About you – to succeed in this role

You will have

Essential:

- [A minimum of 2 years full-time equivalent practice in acute, emergency or primary health care setting, with at least one year of the total practice in New Zealand or a similar healthcare context practicing as a registered nurse.
- On the Professional Development Recognition Programme (PDRP) working towards senior/expert.
- Advanced clinical assessment and knowledge of: pathophysiology, pharmacology, assessment and diagnostic reasoning in relation to the clinical management of patients with long-term and common conditions in New Zealand, within area of specialty.

NZRC level 6, Australasian Triage appropriate training, Burns and wound care management, and knowledge in managing advanced care in adults and paediatric trauma (not essential)

- RN Practising Certificate.

Desired:

- Working towards Advanced nursing practice in higher education.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.