



| | | | | |
|--|--|---|--------------------------------------|------------------------|
| | POSITION TITLE | Clinical Nurse Specialist – Pre-dialysis | | |
| | DIRECTORATE | Medical | DEPARTMENT | Renal |
| | REPORTING TO (operationally) | Renal Manager | REPORTING TO (professionally) | Nurse Director Medical |
| DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS | <p>This role covers the Renal Service in the Hawke’s Bay District Health Board (HBDHB)</p> <ul style="list-style-type: none"> • Staff reporting - Nil | | | |
| PURPOSE OF THE POSITION | <ul style="list-style-type: none"> • As 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 people across the lifespan and continuum of health care e.g. primary and secondary sector. • The CNS works in collaboration with nephrologists, and multi-disciplinary team to educate, support and clinically manage stage four and five chronic kidney disease patients and their whanau in planning for the most appropriate modality of renal replacement therapy. • The CNS will undertake home visits for education and either maintain contact in person or by telephone to provide ongoing support and education to the chronic kidney disease stage four and five patient cohort. • Manage referrals for dialysis access including managing priority for the surgical list for tenckhoff catheter placement, and vascular access surgery. • To facilitate a supportive care pathway for those who chose not to pursue a renal replacement therapy, and refer patients to our supportive care clinic where appropriate. • The CNS will also liaise closely with the CNS Kidney Donor Coordinator to ensure individuals are suitably assessed for consideration of kidney transplant where appropriate and to refer any individual considering kidney donation for early evaluation. • To lead innovative practice within the population group to improve patient flow across the sectors. • 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. • As a CNS you will practice in accordance with the Nursing Council of New Zealand Code of Conduct and competencies for a Registered Nurse. • You will be constantly communicating with Renal Specialists & other MDT members from different modalities about the patient journey. | | | |

| | | |
|--|--|---|
| <p>KEY DELIVERABLES</p> | <p>Delivery of safe and effective services in partnership with clinicians</p> <ul style="list-style-type: none"> • Demonstrates responsibility and risk management to provide specialist care that meets standards within the pre-dialysis framework. • 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. • Provides advice on complex clinical issues of renal patients. • Discusses / liaises / refers to SMO as required. • Maintains a safe environment for patients and the public. • Standards of care are assured and documented. • Build effective relationships with clinical teams within the department and across other departments. • Supports primary health providers with the management of patients within the renal specialty / those with renal impairment. • 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. • Develop service systems and processes which support self -management and focus on maintaining individuals in the community environment. • Maintains professional knowledge and best practice relating to chronic conditions, including demonstrating evidence of meeting relevant renal frameworks. • Engages in professional development and ongoing maintenance of continuing competence with a professional development recognition programme (PDRP) portfolio, evidenced within 12 months of commencing within the role. <p>Quality systems</p> <ul style="list-style-type: none"> • Supports quality initiatives, contributes to specialty knowledge to facilitate continuity of quality patient care, during the patient journey. • Facilitates / engages in educational activities with colleagues sharing expert knowledge. • You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager. | |
| <p>HEALTH & SAFETY RESPONSIBILITIES</p> | <p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p> | |
| <p>KEY WORKING RELATIONSHIPS</p> | <p>INTERNAL</p> <ul style="list-style-type: none"> • Patients/Consumer/Tangata Whaiora • Renal Manager / Associate Nurse Manager • Wider department nursing team • Directorate Leadership Team (Nurse Director, Medical Director, Service Director) • Wider Organisational Nursing teams • Chief Nursing and Midwifery Officer • Allied Health Staff • Medical Staff • Other team members • Renal Social Worker & Psychologist • Vascular access coordinator • Surgical teams • Administration staff • Relevant advisory groups / committees | <p>EXTERNAL</p> <ul style="list-style-type: none"> • Families/whanau and caregivers • Other service providers • Primary & NGO sector • Rural health providers • Regional / other DHB services |

| | |
|--|--|
| DELEGATION AND DECISION | Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines: <ul style="list-style-type: none">• Guideline: Responsibilities for direction and delegation of care to enrolled nurses (May 2011)• Guideline: Delegation of care by a registered nurse to a health care assistant (May 2011) |
| EMPLOYMENT AGREEMENT & SALARY | In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Designated Senior Nurse and Midwifery Salary Scale, Grade 4 \$ 91,899 – 101, 541 gross per annum according to qualifications and experience pro rata for hours worked |
| DATE | April 2020 |

ESSENTIAL CRITERIA

Qualifications

- Current registration with Nursing Council of New Zealand as Registered Nurse.

Experience

- Significant experience (5 years +) in renal / dialysis.
- Experience in influencing and implementing practice changes
- Proven customer service skills.

Business / Technical Skills

- 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.
- Holds a currently assessed nursing portfolio at expert level as assessed via an approved Professional Development Recognition Programme (PDRP)
- An ability to promote effective relationships across the health sector
- Has sound knowledge of IT programmes e.g. word, excel etc.
- An understanding of continuous quality improvement

Key Attributes

- Effective communication skills.
- Positive attitude with problem solving focus.
- Demonstrated ability to work within a team.
- Demonstrated time management skills.

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 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

DESIRABLE CRITERIA

Experience

- Proven ability to function in a nursing leadership role.

Business / Technical Skills

- Understanding of organisational dynamics and ability to work effectively in a complex multi-professional workplace.



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.

RARANGATE 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.