

POSITION DESCRIPTION

Position: Respiratory Clinical Nurse Specialist- Designated Prescriber

Responsible to: Clinical Nurse Manager – Medical CNS team

Direct Reports: Nil

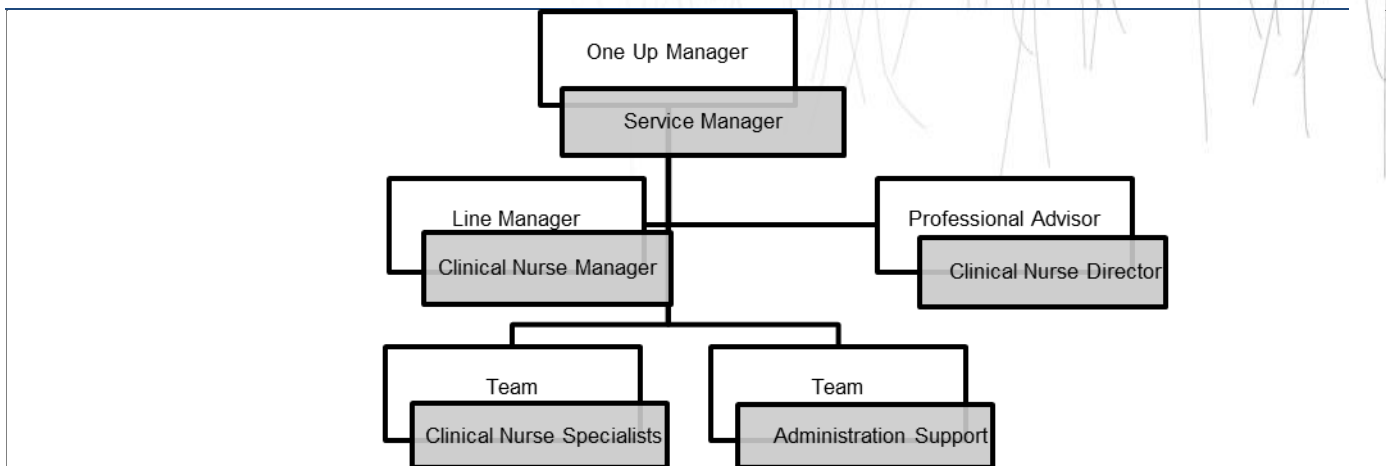
Location: Rotorua

Functional relationships:

<p>Internal: Physicians Clinical Nurse Directors Clinical nurse manager Clients Family, whānau, caregivers Nursing Staff Clinical Nurse Educators Clinical Nurse Specialists Duty Nurse Managers Clerical Staff Multidisciplinary team Other Departments</p>	<p>External: Community agencies Primary Care Other health providers including tertiary centres Social services ..</p>
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Financial delegations: Nil

Date: Jan 2023



Primary purpose(s) of the position

The Respiratory Clinical Nurse Specialist (CNS) Designated Prescriber is responsible for providing specialist nursing care and expertise both in direct care delivery through nurse led clinics and consultations and provision of nursing expertise and guidance to nursing and other staff in the management of a defined patient group with complex respiratory disease. As a member of the designated nursing leadership team, the CNS has a key resource role in supporting and enhancing timely, effective care to all patients presenting with respiratory conditions to Medical Service. The CNS

is required to facilitate multidisciplinary care for complex presentations and promote evidence based principles and practices in management and promotes access to appropriate services.

Registered nurse prescribers use advanced knowledge and skills within a collaborative team environment to provide timely, appropriate and equitable access to health care. Registered nurse prescribers diagnose and treat common conditions and can prescribe medicines specified on the current medicines list as a “designated prescriber”. Registered nurse prescribing in speciality teams must work within a collaborative team and prescribe medicines that are relevant to their area of practice and level of competence

As a senior nurse, this role also has a responsibility for improving the quality of professional nursing practice and safe guarding high standards of care in Te Whatu Ora Lakes through researching, evaluating, developing and implementing standards of nursing practice in the specific area of practice and supporting an environment in which excellence in clinical care can flourish

Key Objectives	Description	Expected Outcomes
Nursing Practice	Delivers quality nursing care in line with registration and current practising certificate competency requirements of the Nursing Council of New Zealand.	<ul style="list-style-type: none"> • Demonstrates continuing achievement of competencies within the four domains for a Registered Nurse with Nursing Council of New Zealand: http://www.nursingcouncil.org.nz/content/download/263/1205/file/Nursing%20comp%20for%20RN.pdf <ol style="list-style-type: none"> i. Professional Responsibility ii. Management of nursing care iii. Interpersonal relationships iv. Inter-professional health care and quality improvement • Maintains NCNZ requirements of an annual practicing certificate. • Meets the orientation and ongoing knowledge and skill requirements for relevant clinical areas. • Maintains currency in organisational core certification as relevant to the clinical area. • Notify your manager of any changes to your scope of practice or conditions on practice (determined by NCNZ). • Comply with any specific conditions on practice as determined by NCNZ. • Maintains knowledge of and practices within the HPCA Act, code of conduct NCNZ and other governing legislation relevant to the nursing role. • Practices within local policies, protocols and Nursing Practice Standards.
Nurse Prescribing	Acts within the authorized designated prescribing scope set by Nursing Council of New Zealand	<ul style="list-style-type: none"> • Must work in a collaborative team with an authorised prescriber available for consultation. Within the medical department carries out designated prescriber role in partnership with allocated physician. • Able to diagnose and treat common conditions (e.g. asthma, diabetes, hypertension) within a collaborative interdisciplinary team • Prescribe within the limits of individual professional expertise, competence (clinical, professional and cultural) and ethical codes of practice.

- Maintain registration as designated nurse prescriber with Nursing Council New Zealand
- Prescribes from Nursing Council of New Zealand specified prescription medicines and controlled drugs.
- Order appropriate blood tests, prescribe & adjust medications accordingly.
- Review and evaluate the prescribing intentions.
- Educate the client on the medication prescribed, including, action, benefits and side effects.
- Communicates therapy changes to other members of healthcare team using appropriate transfer of care documents (TOC).
- Maintains evidence for recertification (3 yearly) – including hours completing the role of Designated Prescriber
- Undertake regular case review and prescribing supervision with Medicine Department authorised prescriber.
- Required to keep up to date with changes to medicines and their use, including new medicines as they come to market and the potential for interactions between medicines among those living with multiple conditions.
- Regularly attend professional development programme/conferences that support advancement and consolidation in respiratory care and development of prescribing expertise.

Contribution to Service delivery

Provides support to CNM and the medical CNS team in achieving the aims of the service

- Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM.
- Provides direct management of care for respiratory patients as part of a speciality team including respiratory physician and general physician.
- Ensures a seamless transition of care into both Tertiary and Community services, working collaboratively with the teams to ensure best patient outcomes.
- Triage and evaluates referrals for urgency and complexity and prioritises demands for interventions and care provision as appropriate.
- Performing complete or focused physical examination and obtains a comprehensive health history
- Uses critical thinking and problem solving skills to make effective decisions within appropriate time frames and levels of responsibility.
- Evaluates effectiveness of management plans or new interventions and makes recommendations for changes in consultation with the respiratory physician / Physician (team) or General Practitioner.
- Act as a point of contact to provide information and support to patients,

- Actively facilitates and role models team working and flexibility between multidisciplinary and support staff members
- Works proactively with medical consultants to ensure effective service delivery to patients using the service.
- Provides care which enables effective patient journeys through the care continuum.
- Provide leadership in care co-ordination, including advocating for care co-ordination as a core function and responsibility of all health professionals.
- Monitor clinical outcomes/indicators and manages variance to agreed protocols/pathways.
- Undertake/participate in audit/reviews of nursing practice and procedures and show a commitment to the accreditation process
- Participates in health promotion activities pertaining to respiratory patients.

Patient centred care coordination: Management of individual patient and whanau care

- Undertakes planned comprehensive and accurate nursing assessment of clients in a variety of settings to achieve identified outcomes.
- Maintains accurate documentation of all aspects of patient/client care provided.
- Ordering, interpreting appropriate diagnostic tests and responsible for follow-up
- Promotes an environment that maximises client safety, independence and quality of life.
- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients, families/whanau and staff.
- Implements evidenced based practice with the intention of combining medical and nursing duties to promote excellence in patient care.
- Provides expert speciality knowledge, clinical leadership and disease management advice for patients and their families / whanau and others involved in the patient's care
- Responds to findings on patient assessment and involves relevant specialist for further diagnostics, or evaluation as necessary.
- Uses advanced knowledge research and skills to provide direct nursing care/interventions for patients in the service to achieve specific outcomes.
- COPD / Asthma and other respiratory disease management which includes optimising medications and communicating plans with primary care.
- Improves access to prescriptions for respiratory patients supporting improved patient experience.
- Fosters the provision of positive patient/client outcomes and person centred care.
- Communicates findings from assessment and care planning to others involved in the care of the patient.
- Utilise effective behaviour change strategies and target goals for respiratory optimisation including

		<p>smoking cessation utilising lifestyle and medical therapy.</p> <ul style="list-style-type: none"> • Communicate lifestyle intervention (s) at an appropriate level for the patient, assist with setting clear and realistic goals and negotiate appropriate interventions. • Assess client family level of understanding and delivers adjusted, appropriate education to improve knowledge of treatment, prevention of complications and to promote wellbeing. • Provide advocacy and leadership in facilitating choice and patient centred decisions in the management of care. • Nursing care plans are monitored and evaluated for effectiveness of nursing care delivery and any changes made in partnership with client and their support network • Provide education and immediate support based on the patient's individual need in collaboration with the multidisciplinary team
<p>Senior Nursing and professional leadership</p>	<p>Provide advice /education to nurses and other health professionals.</p>	<ul style="list-style-type: none"> • Demonstrates nursing leadership through broad problem solving and analytical skills in relation to nursing standards at service, organisational and regional or national level. <ul style="list-style-type: none"> • Utilised in an expert/advisory capacity for extensive nursing experience / knowledge. • Works through, or mentor nurses through, change processes to introduce nursing initiatives which are evidence based and quality focused to improve nursing standards / practice and enhance the service provided. The change process incorporates partnership with Māori, other client groups and the health team. • Evidence of application of learning gained from post graduate or post registration education to advance own nursing practice / role. • Actively participates in professional groups to advance nursing practice • Clinical leadership is evident through the empowerment and motivation of others • Acts as a resource providing advice and education to nursing staff and other health professionals as required. • Undertakes coaching and teaching in relation to area of clinical specialty practice to nursing staff and other health professionals
<p>Ongoing Professional Development</p>		<ul style="list-style-type: none"> • Maintains and extends own clinical expertise and nursing knowledge. Undertake regular case review of own prescribing activity with Medical Department authorised prescriber (SMO or NP) • Complete Professional Development hours related specifically to prescribing as required by Nursing Council New Zealand. • Actively participates in professional nursing groups to advance nursing practice.

- Participates in case reviews and on-going activities as required
- Is responsible for own professional development
- Is available as a resource to the multidisciplinary team, other allied health professionals and community health related personnel
- Participates in health promotion activities pertaining to specialty area
- Attends appropriate in house education pertaining to role
- Te Whatu Ora - Lakes is required to provide 24 hour services which at times may require you to change duties or redeploy to another unit/department to ensure safe patient care.
- This position description is not exhaustive and you may be requested to perform other reasonable tasks within your scope of practice.

Other requirements



Capabilities	Capability definition	Achievement Indicators
<p>Communication and Personal Interaction</p> <p>Te Ringa Hora</p> <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Openly communicates and cooperates with all levels of District employees, patients and visitors</p>	<ul style="list-style-type: none"> • Transfers information effectively verbally and writes clearly, coherently and succinctly • Shares well thought out, concise and timely information with others using appropriate mediums. • Builds team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the team's success. • Builds and maintains open respectful relationships • Articulates differing perspective on an issue and can see the merit of alternative points of view. • Works with other managers and teams to streamline processes for the best efficiency for both teams. • Connects with others and listens, reads people and situations and communicates tactfully. • Gets to know their team members and treat them with respect, valuing and contribution
<p>Strategy & Performance</p> <p>Te Ringa Raupā</p> <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Spends energy on delivering role requirements and meeting objectives. Organises own time to deliver on required tasks and duties</p>	<ul style="list-style-type: none"> • Has an energetic approach to work and is self-motivated • Accepts direction and instruction of manager but is able to work effectively without direction or guidance • Organises time and resources effectively • Maintains expected productivity in line with assigned duties • Understands and work towards achievement of the organisation's goals. • Utilises effective time management strategies to meet shift duties and works towards achieving objectives in any spare moments.
<p>Development and Change</p>	<p>Accepts change in day to day practices and</p>	<ul style="list-style-type: none"> • Can adjust behaviour to the demands of the work environment in order to remain productive through

<p>Te Ringa Ahuahu</p> <p><i>the hand that shapes or fashions something (refers to someone who is innovative)</i></p>	<p>contributes to decision making of the team. Makes suggestions to increase efficiency of the unit.</p>	<p>periods of transition, ambiguity, uncertainty and stress</p> <ul style="list-style-type: none"> • Works with manager and team to make any changes to practice work. • Contributes to change processes, offering solution based ideas. • Constructively makes suggestions to improve process or practice and gain efficiencies. • Accepts when ideas are not accepted for implementation.
<p>Personal Accountability</p> <p>Te Ringa Tōmau</p> <p><i>the hand that is trustworthy</i></p>	<p>Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.</p> <p>Looks for and undertakes development activities appropriate for role and career development.</p>	<ul style="list-style-type: none"> • Offers and receives constructive critique of practice and self. • Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situations to allow improvement to be made • Fosters the implementation of organisational and nursing goals and values, promotes Lakes as a centre of excellence for nursing practice. • Responds and queries how improvements can be made • Advises manager wherever issues maybe impacting on performance • Recognises areas that could be improved in own practice • Requests learning and development opportunities to enhance practice in role and/ or to assist where improvements can be made.
<p>Culture and Values</p> <p>Te Ringa Taurima</p> <p><i>the hand that nurtures, encourages, supports</i></p>	<p>Operates in line with Lakes values and expectations and professional codes of conduct.</p>	<ul style="list-style-type: none"> • Demonstrates manaakitanga, respect, integrity and accountability in every day performance. • Incorporates the Lakes Way into day to day business activities. • Demonstrates the culture and the agreed behaviours of Te Iiti Kahurangi. • Shows respect for patients, colleagues, managers, Multi-disciplinary team and others. • Utilises the Lakes way to engage with patient/family/visitors and MDT

Compulsory Requirements	Description	Expected Outcomes
<p>Māori Health</p>	<p>Māori philosophies and values of health are demonstrated in work practice.</p>	<ul style="list-style-type: none"> • Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Te Whatu Ora Lakes / Te Aka Whai Ora Maori Health teams in the planning and delivery of services. • Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori. • Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care. • Māori are enabled to access and participate in cultural activities provided by Te Whatu Ora Lakes. • A commitment to improving the wellbeing of Māori by increasing cultural knowledge in Te Whatu Ora Lakes is shown.

Te Iti Kahurangi	The Lakes Way, Our Place Our Culture	<ul style="list-style-type: none"> Works within the Te Iti Kahurangi framework and supporting guide document.
Record Keeping		<ul style="list-style-type: none"> Complies with the Te Whatu Ora Lakes Corporate Records Management policy to create and maintain full and accurate records.
Quality & Risk	Patient safety is paramount to the service we deliver at Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.	<ul style="list-style-type: none"> Employees are supported to lead by example and implement a culture of continuous quality improvement. Risks that may prevent Lakes from achieving their goals are identified, reported, and managed. Māori patients are provided patient-centred care to achieve positive Māori health outcomes. Needs of Māori are reviewed and reported in the further development of practice, process and or policy. Evidence-based methodologies are used to support improvements, e.g. kaupapa Māori methodology. Quality care is provided to certification standards.
Health & Safety	Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.	<ul style="list-style-type: none"> Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Te Whatu Ora Lakes policy and legislative requirements. Healthy lifestyles are actively promoted and participated in, within the work area. Employees participate in Health and Safety within areas of work. Health and Safety activities are appropriately documented within specified timeframes. Health and Safety policies have been read and understood and are applied in the workplace. Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately. Any opportunities for improving Health and Safety are reported and acted upon in a timely manner. All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.

Signatures:

Line Manager:
(position description approved): _____

Employee:
(acceptance of position description): _____

(Please also initial all other pages to show acceptance of position description.)

Person Specification	Essential:	Desirable:
Education and Qualifications:	<ul style="list-style-type: none"> Registration with Nursing Council of New Zealand (NCNZ) Current annual practising certificate 	Has or working towards a Master of Nursing

	<ul style="list-style-type: none"> ▪ Post graduate diploma ▪ Registered nurse prescribing for long term conditions ▪ Current full driver's licence 	
Experience:	<ul style="list-style-type: none"> ▪ Recent hospital experience of working with patients with long term medical conditions predominantly respiratory 	<ul style="list-style-type: none"> ▪ Has experience in leadership
Knowledge:	<ul style="list-style-type: none"> ▪ Health and Disability Code of Consumer Rights 1996 ▪ Health Information Privacy Code 1994 ▪ Health Practitioners Competency Assurance Act 2003 ▪ Human Rights Act 1993 ▪ Medicines Act 1981 and Medicines Regulation 1984 ▪ Misuse of Drugs Act 1975 and Regulations 1977 ▪ Nursing Council of New Zealand Code of Conduct 2012 ▪ Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2007 ▪ Te Tiriti O Waitangi in the provision of health care services and support to Māori. ▪ Te Tiriti O Waitangi in practice, process, policy development and decision making • Competencies for Nurse Prescribers (Nursing Council of New Zealand 2016) ▪ Nursing Council of New Zealand Preparation and Guidance for Employers and RN Prescribers as attached – most recent version must be applied ▪ Te Whatu Ora Lakes is a Reorua organisation knowledge and understanding of Te Reo/ Correct pronunciation. 	<ul style="list-style-type: none"> ▪ Proficiency in tikanga and te reo ▪ Knowledge of Disability Support sector networks, Rehabilitation Sector and Maori systems and networks ▪ Have an awareness of Iwi and Hapu within the boundaries of region
Skills:	<ul style="list-style-type: none"> ▪ Pronunciation of Te Reo Māori words and names. 	<ul style="list-style-type: none"> ▪ Te Reo Māori
Personal Attributes:	<ul style="list-style-type: none"> ▪ Caring and compassionate attitude towards clients, whanau and co-workers ▪ Motivated and self-directed ▪ Excellent interpersonal skills ▪ Adaptability and flexibility ▪ Prioritisation, time and workload management skills ▪ Works well within team to achieve collective outcomes. 	<ul style="list-style-type: none"> ▪ Non-smoker preferred. ▪ Flexibility and lateral thinking ▪ Professional affiliation

ABOUT Te Whatu Ora Lakes

At Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

VISION

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of wellbeing, and ora - describing the state of wellness.

STRATEGIC MISSION

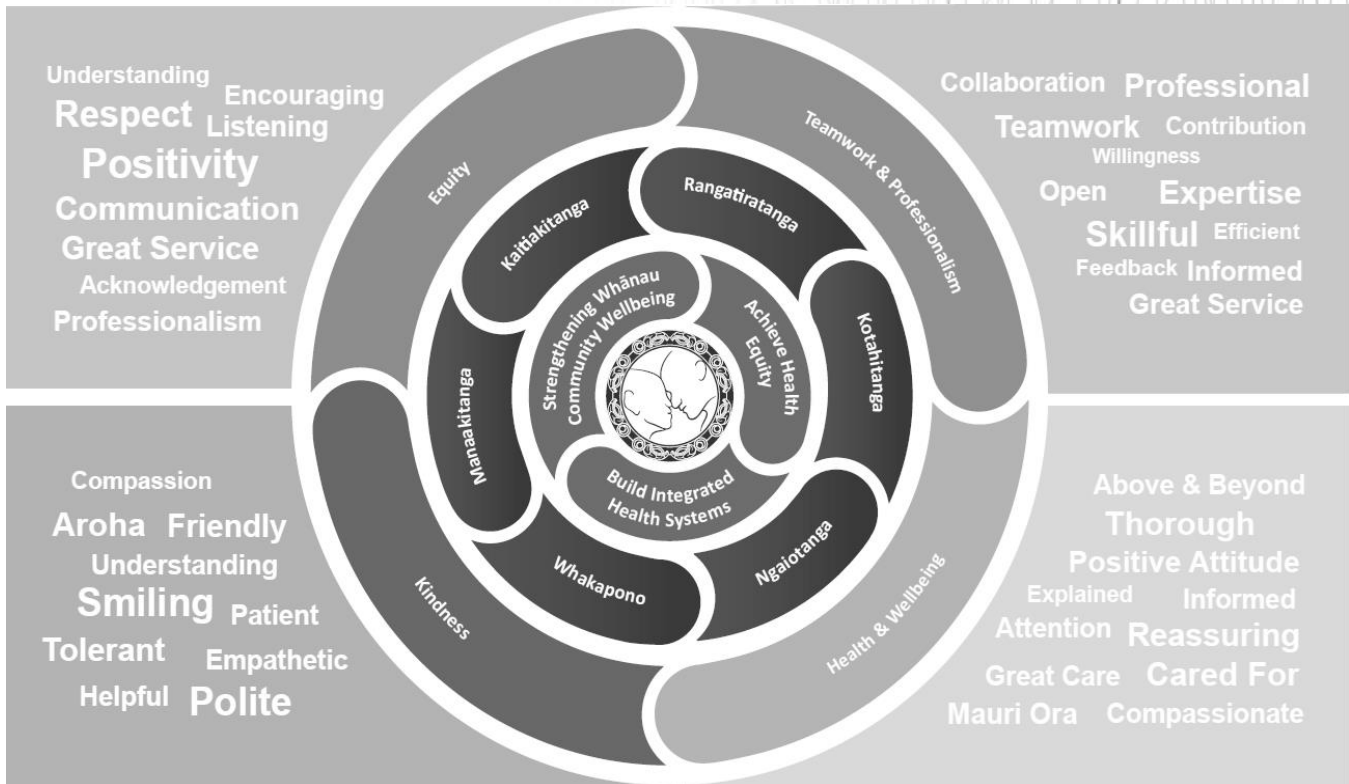


- Achieve equity in Māori health
- Build an Integrated health system
- Strengthen people, whanau & community wellbeing

THREE CORE VALUES

- Manaakitanga respect and acknowledgment of each other’s intrinsic value and contribution
- Integrity truthfully and consistently acting collectively for the common good
- Accountability collective and individual ownership for clinical and financial outcomes and sustainability

TE ITI KAHURANGI – THE LAKES WAY, OUR PLACE, OUR CULTURE – WE WILL



TE TIRITI O WAITANGI

Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

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 tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Lakes DHB is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.