

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

January 2025

This Position Description is a guide and will vary from time to time between services and/or units to meet changing service needs.

Health New Zealand, Te Whatu Ora is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand Health and Disability strategies.

Organisational Vision

Health New Zealand, Te Whatu Ora Waitaha's vision is to improve the health and wellbeing of the people living in the West Coast Te Tai o Poutini.

Organisational Values

- Care and respect for others
- Integrity in all we do
- Responsibility for outcomes

Position Title	Clinical Nurse Specialist – Older Persons Mental Health CCCN
Reports to	Nurse Consultant, Older Persons Mental Health Waitaha/OPMH Transalpine Psychogeriatrician
Professional reporting line	Clinical Nurse Manager – Community Services
Day to day operational issues	Older Persons Health and Disability Manager

Principal Objectives

- The Clinical Nurse Specialist works across the organisation within a clinical specialty acting in the roles of practitioner, educator, consultant, researcher, leader/change agent and care coordinator/case manager in the pursuit of clinical excellence and improved health outcomes.
- Clinical Nurse Specialists are recognized internationally as expert practitioners, having in-depth knowledge of a speciality that results in expanding boundaries of nursing practice and the implementation of evidence-based practice and clinical research. (Austin & Luker, 2005; NACNS, 2009).
- Clinical practice is central to the Clinical Nurse Specialist role, however to influence and improve nursing practice it is essential the role is underpinned by the competencies as outlined in the job description below. Due to the diversity of the CNS role key accountabilities and key performance indicators will vary according to patient/population and service needs. Therefore, the key performance indicators will be determined by the individual service and will be based on the key accountabilities as outlined in this CNS generic job description.

Primary Function

- The Clinical Nurse Specialist - Older Persons Mental Health is responsible for providing advanced clinical expertise and leadership to enhance access and quality of care for older people accessing ARC (Aged Residential Care), specialist Dementia care and community living across West Coast, Te Tai o Poutini. This is provided within an interdisciplinary model that meets the needs of patients and whānau accessing these services and aligns with the vision and values of the Te Whatu Ora, Te Tai o Poutini from within the Complex Clinical Care Network (CCCN). Key deliverables include:
 - Improving sustainable access to Dementia care and Older Persons Health Specialist Support Services.
 - In conjunction with the Transalpine Psychogeriatrician & MDT, complete sign off for dementia services
 - Improving standards of clinical care for people accessing these services.
 - Advancing nursing practice.

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

- Enhancing clinical and professional standards.

The Clinical Nurse Specialist - Older Persons Mental Health communicates with a variety of health professionals within and external to the Te Whatu Ora Te Tai o Poutini, both nationally and internationally. This requires excellent communication and negotiation skills to ensure that appropriate and timely clinical care from a range of services is provided in a cohesive way across the care continuum. Externally, there will be frequent contact with other OPMH clinicians and teams working within the West Coast region, as well as throughout the South Island, New Zealand.

The Clinical Nurse Specialist - Older Persons Mental Health will be regularly involved with a wide range of complex and unpredictable issues related to clinical care provided within Older Persons Mental Health. The range of issues will be diverse and will require solutions customised to meet the needs of individuals accessing these services. This will require:

- An innovative approach to problem-solving that is inclusive and understanding of other disciplines, team members, and services
- The ability to coordinate staff at all levels across the care continuum
- The ability to exercise sound judgement and negotiation skills aimed at achieving people-centred outcomes
- Empowerment to make decisions and recommendations related to Dementia and older persons' services and enhancing professional nursing practice across the region

Key Relationships

Internal:

- All Te Whatu Ora Te Tai o Poutini staff, particularly:
 - Older Persons Health and Disability Manager
 - Clinical Director-Mental Health/ Older Person Health
 - Transalpine OPMH Psychogeriatrician
 - Transalpine Geriatrician
 - CCCN (Complex Clinical Care Network)
 - Clinical Nurse Manager, Community Services
 - Director of Nursing
 - Nursing Director of Operations
 - Adult Mental Health, psychiatrists, and locum medical staff
 - General Manager
 - Dementia services
 - General Practices/West Coast PHO
 - Occupational Health & Safety
 - CNS Gerontology
 - Director and Associate Director of Allied Health
 - Quality Team
 - Rural Learning Centre
 - Senior Medical Officers
 - Workforce Development Team

External:

- ACC
- Aged Residential Care
- College of Nurses Aotearoa - NPNZ
- Community pharmacies
- Māori Health Providers
- Private General Practice
- South Island Regional Development Hub
- St John Ambulance
- Tertiary providers
- Work & Income New Zealand

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

COMPETENCIES

The Clinical Nurse Specialist - Older Persons Mental Health is responsible for:	The Clinical Nurse Specialist – Older Persons Mental Health will be successful when:
<p>1. High quality, advanced clinical care</p> <p>Works with clients, their whānau, and other members of the healthcare team to improve health outcomes.</p> <p>Communicates at an advanced level with all involved in the care of a client, including communication via clinical documentation. Documents accurately and professionally and maintains data security at all times.</p>	<ul style="list-style-type: none"> • Demonstrates effective clinical management of people who may experience cognitive decline/dementia illness within the Clinical Nurse Specialist scope of practice • Practises in a way that is deemed by tangata whenua and whānau to be culturally safe and based on the principles within the Treaty of Waitangi in order to eliminate inequity for Māori. • Utilises current research and evidence-based practice to support effective decision making in the holistic: assessment, planning, treatment, and evaluation of, clinical care. • Uses knowledge of pathophysiology and pharmacology, as well as advanced assessment skills, to determine holistic diagnoses under the OPMH Psychogeriatrician and plans of care in partnership with patients, whānau, and the wider care team. • Plans and prioritises care by collaboratively identifying health promotion, education and symptom management goals that are important to the patient and their whānau. • Performs therapeutic nursing interventions based upon the patient’s clinical status and documents the patient’s response to these. • and explains the necessity, preparation, nature, and anticipated effects of procedure(s) to patients, whānau, and other members of the care team under the direction of the Transalpine Psychogeriatrician. • In partnership with the patient and their whānau, identifies educational needs to improve health literacy. • Advocates on behalf of the patient, whānau, and/or colleagues as appropriate • Effectively and safely prioritises own caseload. • Works closely with all members of the clinical team to provide clinical guidance, assistance, education, and support. • Communicates, collaborates, and coordinates care with other health professionals to ensure best outcomes for patients and their whānau. • Documents in a professional, accurate and timely manner (within 24 hours), and ensures patient/whānau involvement in decision-making is visible. • Ensures all documented information entered is compliant with Te Whatu Ora Te Tai o Poutini policy. • Ensures all collected information is stored and access-protected in accordance with the Health Information Privacy Code • Ensures patient register information is correct and timely so as to maximise PHO funding opportunities. • Identifies and conducts relevant screening and recalls within recommended timeframes. • Modifies practice, as appropriate, to take into account the impact of the wider determinants of health, including changes to health policy and funding
<p>2. Clinical & professional leadership, and consultancy</p> <p>Works in collaboration with the wider care team to develop safe, effective, and sustainable models of</p>	<ul style="list-style-type: none"> • Demonstrates expert communication with all members of the healthcare team that is timely and professional. • Care delivery maintains continuity of plan and provider and involves referrals to the wider care team as appropriate. • Innovative approaches are utilised as necessary to meet patient needs. • Identifies barriers to service delivery and client satisfaction and leads/participates in appropriate evidence-based actions to address these. • Contributes to the development of local policies and procedures to help guide consistency in contemporary standards of care.

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

<p>care for acute care services.</p>	<ul style="list-style-type: none"> • Contributes to the development of national and local health policy through membership and participation in various sector groups. • Recognises and acts accordingly to concerns of professional standards involving colleagues, working together with the appropriate line manager. • Has knowledge of ethics, legal, service specifications/contracts, care levels that underpin Older Persons Mental health service provision for Te Whatu Ora Te Tai o Poutini; keeping abreast of any changes. • Works in collaboration with relevant management and the Director of Nursing, ensuring operation in a cost effective, sustainable manner (including emphasising quality services and managing cost).
<p>Demonstrates effective clinical and professional leadership, as well as consultancy.</p>	<ul style="list-style-type: none"> • Takes a leadership role in complex clinical care situations across settings and disciplines and follows through by leading implementation of changes to systems and processes as necessary. • Collaborates and leads effectively within the multidisciplinary team. • Briefs the Nursing Director of Operations, Workforce Development Team, and wider colleagues on relevant trends and clinical issues. • Demonstrates skilled mentoring, coaching, and teaching. • Provides clinical supervision for colleagues, as required. • Seeks guidance around problems and complaints, and handles these professionally and sensitively.
<p>Provides expert advice.</p>	<ul style="list-style-type: none"> • Provides expert nursing advice as a Clinical Nurse Specialist for care and management provided within Older Persons Mental health services, in alignment with scope of practice. • Recommends appropriate care/products/therapies/interventions according to latest research and evidence. • Acts as a specialty CNS nationally and internationally
<p>Promotes interprofessional ways of working.</p>	<ul style="list-style-type: none"> • Respects and values the contributions of others within the care team and can articulate how this helps to achieve high quality, patient-centred care. • Uses an interprofessional approach when participating in multidisciplinary team meetings. • Is able to articulate the work of nurses and identify the values and knowledge that underpin and guide nursing practice. Is also able to articulate how this work enhances care provided alongside other professional frameworks (allied, medical, non-clinical). • Promotes understanding of the CNS contribution to care delivery. • Collaborates across the care continuum to provide care that is regarded positively by patients and whānau who are the recipients of this care. • Promotes effective teamwork - both within the immediate team and between teams working throughout the West Coast region
<p>Conducts relevant research.</p>	<ul style="list-style-type: none"> • Relevant nursing and related research is critiqued and applied in all aspects of the role. • In collaboration with the Quality Team, leads and participates in clinical audit to evaluate and develop practice.
<p>3. Nursing practice development</p> <p>Works with nursing staff to continuously improve nursing practice and patient outcomes.</p> <p>Works with clinical staff to develop individual clinical practice.</p>	<ul style="list-style-type: none"> • Demonstrates ongoing commitment to the professional development of others. • Helps identify, plan, prioritise, and deliver evidence-based education and training within Older Persons Health Services and the wider West Coast health system alongside the CCCN, Clinical Leads, Te Whatu Ora Te Tai o Poutini Workforce Development Team, and the Rural Learning Centre. • Actively engages in various local, regional, and national forums to promote understanding of advanced nursing roles and their contribution. • Promotes advanced nursing roles, as appropriate, to other nurses; facilitating career progression and succession planning. • Demonstrates skilled mentoring, coaching and teaching, including the ability to provide professional feedback. <ul style="list-style-type: none"> • Regularly participates in activities within Te Whatu Ora Te Tai o Poutini with other Clinical Nurse Specialists. • Leads other forms of case review.

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

	<ul style="list-style-type: none"> Participates in the development of education plans for nurses working within the Older Persons' health setting. Communicates practice concerns where identified and escalate to Older Persons Health and Disability Manager, and/or Clinical Nurse Manager, Community Services, as appropriate
Responsible for own continued clinical competency and professional development	<ul style="list-style-type: none"> Demonstrates ongoing personal commitment to life-long learning Participates in own annual performance review in conjunction with operational and professional line managers, with performance feedback utilised proactively as an opportunity for professional growth. Maintains ongoing education at least at the level required to maintain own Annual Practising Certificate Maintains organisational requirements around mandatory training and other requirements relevant to the CNS - Older Persons Mental Health role, as determined by the Nursing Director of Operations and/or Older Persons Health and disability Manager. Attends monthly clinical/professional supervision with an agreed supervisor. Attends monthly peer review sessions with appropriate Transalpine OPMH Psychogeriatrician. Maintains clinical expertise and knowledge in accordance with evidence-based practice. Attends other educational opportunities and conferences relevant to role and scope of practice, as negotiated with the Director of Nursing and operational line manager
<p>4. Quality Improvement</p> <p>Ensures a quality service is provided in acute care services and takes an active role in quality activities, identifying areas of improvement</p> <p>Actively manages threats to a quality service</p>	<ul style="list-style-type: none"> Demonstrates personal commitment to ensuring quality service provision. Recognises areas of improvement and changes in practice that are required to improve healthcare standards. Works alongside Te Whatu Ora Te Tai o Poutini Quality Team and the Clinical Quality Improvement Team (CQIT) to implement initiatives aimed at improving healthcare standards for older people. In collaboration with the Quality Team, leads and participates in clinical audit to evaluate and develop practice. Participates in Cornerstone accreditation and/or other quality improvement programmes, as appropriate. Provides expert advice regarding the development, or review, of standards of practise, protocols, and policies. Provides expert advice to investigations, incidents, and reviews of clinical outcomes. Collaborates on changes and follows up as appropriate. Communicates and escalates threats to quality service provision appropriately.
<p>5. Health and Safety</p> <p>Maintains a high quality, safe and secure work environment by following relevant Te Whatu Ora Te Tai o Poutini and divisional policies, protocols and standards</p> <p>Actively manages risk</p>	<ul style="list-style-type: none"> Demonstrates personal commitment to health and safety, with a focus on preventing harm. Complies with all New Zealand legislation relevant to Health and Safety. Complies with organisational health and safety policies, including those related to: handling of instruments, storage of drugs, disposal of sharps and any other potentially dangerous equipment and substances. Ensures all accidents/incidents are reported in the Safety-First incident reporting system. Works alongside the Te Whatu Ora Te Tai o Poutini Occupational Health & Safety team to implement initiatives aimed at improving health, safety, and wellbeing. Complies with health and safety policies and standards when providing care in the community. Communicates and escalates threats to health and safety appropriately.
<p>6. Honouring cultural diversity</p> <p>Demonstrates commitment to Treaty of Waitangi principles</p>	<ul style="list-style-type: none"> Consistently utilises Tikanga Best Practise guidelines in everyday practise Engages with Takarangi cultural competency training and actively demonstrates these competencies in everyday practice. Demonstrates personal commitment to addressing inequity for Māori and Pacific peoples accessing Te Whatu Ora Te Tai o Poutini acute care services.

POSITION DESCRIPTION

Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

<p>when working with tangata whaiora and whānau.</p> <p>Consistently demonstrates awareness and sensitivity of cultural differences when working with patients and their families/whānau, and when working with clinical and non-clinical colleagues across Te Whatu Ora Te Tai o Poutini.</p>	<ul style="list-style-type: none"> • Works in collaboration with Te Whatu Ora Te Tai o Poutini Māori Health Team, local iwi, Māori Mental Health Team, etc. to develop strategies aimed at addressing inequities. • Consistently respects the spiritual beliefs and cultural practises of others, including colleagues. • Demonstrates care and respect for diversity in the workplace, including care and respect for internationally trained colleagues.
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PERSON SPECIFICATION:

Qualifications & Experience	
<p>Essential</p> <ul style="list-style-type: none"> • Be registered with the Nursing Council of New Zealand. • Hold a current Nursing Council of New Zealand practising certificate. • At least five years working either within the OPMH or psychiatric clinical speciality with community experience. • Holds or is actively working towards a relevant Post-graduate Diploma. Diploma to be completed within an agreed timeframe. • Demonstrated advanced nursing skills comparable to senior nurse or expert PDRP level. • Demonstrated skills in nursing leadership. • Computer literate. • Full driving licence with no restrictions. • Sound knowledge and understanding of medico-legal and ethical responsibilities within Mental Health and Geriatric care • Experience in mentoring, coaching, and informal teaching • New Zealand residency and/or current work permit 	<p>Desirable</p> <ul style="list-style-type: none"> • Demonstrates ability to develop nursing standards and quality initiatives. Demonstrates teaching, mentoring and coaching skills. • Demonstrate involvement in research that has changed nursing practice. • Senior Nurse competent PDRP portfolio.
Personal Attributes	
<p>Essential</p> <ul style="list-style-type: none"> • Client focussed and committed to the principles of the Treaty of Waitangi • A proven expert clinical assessment and decision-making skills in Older Persons' Mental Health or Older Persons Health. • A proven ability to work effectively within a team. • Able to articulate a vision for advanced nursing roles and their function within Te Whatu Ora Te Tai o Poutini healthcare team. • Able to apply critical thinking and problem-solving skills to develop creative, innovative, and sustainable approaches to complex situations or challenges. • An excellent, advanced written and verbal communicator • Flexible, adaptable, and promotes a positive attitude within a changing environment. 	

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Clinical Nurse Specialist – Older Persons Mental Health
Complex Clinical Care Network

West Coast Te Tai o Poutini

- Able to act with integrity and discretion.
- Able to prioritise complex workloads.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.