



Job Description

Position Title: Clinical Nurse Leader

Location: Te Puia Springs

Reports to: Hospital Services Manager

Main Purpose: To lead and model the way for the ward nursing team to deliver a high standard of patient care.
To support the operational performance of Te Puia Hospital by managing the provision of nursing services.

Dimensions of the position for which the incumbent is accountable

Professional Responsibilities:

- Ensuring customer focus and cost effective management of hospital services.
- Developing and fostering relationships within the nursing team to provide clinical services that adhere to Health and Disability Sector Standards.
- Developing and fostering relationships at local and regional level.
- Developing staff capability and professionalism
- Timely and accurate reporting

Number of direct reports	8
Total number of direct/ indirect reports	2
Operating Budget	N/A
Other delegation levels	TBA

Important Relationships

External

Professional Colleges
NZ Nursing Council
External Service providers
Whanau and Communities
Kaumatua
Union
Contractors

Internal

Management Team
Quality Co-ordinator
Clinical Governance Group
NPH Board
Staff

Committee/ Groups

Accountabilities

Accountability	Deliverables/ Outcomes
Leadership	<ul style="list-style-type: none"> ▪ Models the way for Casemix ward staff and other health team members ▪ Builds an environment of excellence and innovation that empowers ward staff to be active participants in the multidisciplinary team and fosters respect amongst staff. ▪ Engages staff to continuously review and improve practice. ▪ Collaborates with others in key leadership roles to support the achievement of the strategic and operational goals of the organisation. ▪ Implements innovative initiatives to create positive team relationships, build rapport and cohesiveness. ▪ Identifies opportunities for change and facilitates change management processes. ▪ Provides feedback to staff to acknowledge and reinforce good performance where appropriate and to support performance improvement where necessary. ▪ Participates in the recruitment and selection of nursing and support staff where appropriate.
Operational Management and Clinical Practice	<ul style="list-style-type: none"> ▪ Ensures service delivery goals are attained with efficient and effective use of resources. ▪ Ensures that incidents and complaints are investigated and dealt with in a timely manner and necessary corrective actions are implemented and evaluated. ▪ Is responsible for the day to day care of ward patients including bed management for case mix numbers as per contracts. ▪ Oversees Meaningful Activities programme of diversional therapy for those in long term care; delegating responsibilities as required for their physical, mental, emotional and spiritual support. ▪ Determines the allocation of appropriate resources to meet the demands of daily operations e.g staff rosters, maternity unit, attendance and leave management. ▪ Participates in ward budget planning, business unit plan and meeting targets. ▪ Demonstrates commitment to continuous quality improvement, risk management and effective resource utilisation.
Clinical Support	<ul style="list-style-type: none"> ▪ Makes self-available as a resource and shares expertise, mentors and coaches staff to achieve patient goals utilising best practice methods ▪ Ensures that ward practices comply with all legal, ethical and culturally safe professional standards as outlined by the nursing council of New Zealand. ▪ Participates and facilitates professional supervision

Education, Professional Development and Research	Facilitates the implementation of ward based education, preceptorship and continuing education programmes in collaboration with education coordinator and multidisciplinary team members by: <ul style="list-style-type: none"> ▪ Monitoring individual practice to ensure compliance with Nursing Council of New Zealand competencies. ▪ Has input into annual staff appraisals. ▪ Providing induction and orientation to new staff. ▪ Complying with NPHCT PDRP(Programme Development & Recognition Programme) ▪ Applying theory and sound principles to foster an environment of critical enquiry and a learning culture and research.
Relationship Management	<ul style="list-style-type: none"> ▪ Leads and role models the values and behaviours of a patient centred culture ▪ Supports consumer advocacy, involving consumers in activities to improve patient care services. ▪ Initiates processes to support and maintain whanau and community links to and with ward services ▪ Proactively manages complaints and patient and family feedback in a timely fashion to address any identified issues. ▪ Exercises appropriate judgement in relationships without compromising the decision making process. ▪ Develops effective working relationships with key groups and stakeholders and able to provide timely and accurate information as required. ▪ Participates in meetings as required and represents the wards interests appropriately.
Health and Safety	Ensures that an active Health and Safety programme is in place for the ward.
Treaty of Waitangi	Demonstrates a commitment to the principles of the Treaty of Waitangi.

Health Practitioners Competence Assurance Act 2003

1. Required to maintain current competency based practising certificate.
2. Notify manager of any changes to their scope of practice conditions.
3. Complete requirements of any competency program
4. Notify the employer of concerns relating to risk of harm to the public of another practitioner practising below required level of competency.
5. Know the provisions of the HPCAA as the governing legislation.

Treaty of Waitangi

- Have a working understanding of the Treaty of Waitangi and its relevance the health of Maori.
- Ensure culturally responsive service is provided to consumers and whanau.
- Demonstrates the ability to apply the principles of the Treaty of Waitangi to nursing practice

The Person

Essential:

Registered Nurse
Current Practising Certificate
Extensive Clinical Experience
Computer literate

Knowledge:

Treaty of Waitangi and its application to the health setting.
Health & Disability Act
NZ Nursing Council Code of Conduct

Desirable:

Achieved PDRP expert level or equivalent.

Relevant Experience

Excellent written and verbal skills.
Well-developed problem solving and analytical skills.
Demonstrates commitment to quality.

Personal Attributes

Evidence of ability to work collaboratively
Ability to prioritise and cope with high and varied workloads.
Flexible, adaptable and embraces change.
Ability to work within time frames and to be self-directed.
Professional demeanour and high level of personal integrity.
Commitment to the Treaty of Waitangi.
Committed to providing a culturally safe environment for clients and whanau.

Desirable: Achieved PDRP expert level or equivalent

Relevant Experience: Excellent written and verbal skills
Well-developed problem solving and analytical skills
Demonstrates a commitment to quality.
Demonstrated experience in nursing particularly medical, surgical, emergency and long term care

Personal Attributes: Evidence of ability to work collaboratively
Ability to prioritise and cope with a high and varied workload
Flexible and adaptable and embraces change
Ability to work within timeframes and to be self-directed
Professional demeanour and a high level of integrity
Commitment to the Treaty of Waitangi
Committed to providing a culturally safe environment for clients and whanau.