POSITION DESCRIPTION

**TITLE:** Nurse Specialist – Respiratory, Starship Child Health

**REPORTS TO:** Nurse Unit Manager – Medical

**REPORTS PROFESSIONALLY TO:** Nurse Director – Starship Child Health

**AUTHORISED BY:** Nurse Director – Starship Child Health

**DATE:** September 2019

**PRIMARY FUNCTION:**
The Nurse Specialist – Respiratory, Starship Child Health is an advanced nursing practice role and is responsible for providing specialist nursing care and the coordination of care to children and young people with a respiratory diagnosis, under the care of Starship Respiratory Services from within the Auckland region or nationally as the service requires.

**Service Description**
- Children and young people who live within the Auckland region and national referrals that require quaternary care for a range of respiratory conditions. There will be a combination of non-CF bronchiectasis through to chronic lung disease. The Nurse Specialist – Respiratory, Starship Child Health will work with identified patient groups based on service demands.
- Area of advanced nursing speciality practice required is Respiratory. Expert assessment skills, knowledge of management options, monitoring and case management underpin practice. Education delivery skills for children and their whānau (family) and contribution to local and national education programmes for healthcare professionals are integral to this role.
- The Starship Child Health respiratory team is based at Starship Hospital. The team collaborates locally, regionally and nationally with other healthcare referring teams from Primary care to Quaternary care providing expert advice, care co-ordination and support to Healthcare Professionals working with these children and young people. There is also strong integration with community health services.
- The anticipated outcomes are enhanced child and whānau (family) experience through well-coordinated care/ intervention and integration of appropriate services which are easily navigated. Improved health engagement and outcomes for children and young people with high respiratory health needs. Improved access and health outcomes for Māori and Pacific children.

**KEY ACCOUNTABILITIES**

**Domain One: Professional responsibilities**

**Demonstrates clinical and professional leadership:**
- Applies critical reasoning and professional judgement to nursing practice issues / decisions.
- Fosters the provision of positive patient / client outcomes and person-centred care.
- Contributes to the development of integrated service delivery across the continuum of care.
- Identifies situations of clinical and organisational risk and take appropriate actions to ensure a safe
environment for patients / clients, whānau and staff.

- Role models and enhances advanced nursing practice and contributes to the development of the profession locally, regionally and nationally.
- Leads professional conduct by example.
- Undertakes or leads specific service or organisational portfolio responsibilities as required.
- Contributes to strategies that facilitate nursing recruitment, retention and succession planning.

**Professional development and competency**

- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Participates in professional supervision as required.
- Maintains professional portfolio and annual practice registration.
- Pro-actively participates in own performance development and review.
- Practices in accordance with legal, ethical, culturally safe and professional standards.
- Provides a monthly report.

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**Domain Two : Management of nursing care**

**Patient care management / care coordination**

- Provides direct care and uses advanced nursing knowledge and skills to assess, plan, implement and evaluate patients / whānau health needs.
- Facilitates effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
- Monitors clinical outcomes / indicators and manages variance to clinical pathway, protocols or best practice guidelines.
- Leads Nurse Specialist - led clinics.
- Educates and provides information to patients / clients / family / whanau to improve knowledge of disease / illness, self-management, prevention of complications and promotion of recovery.
- Identifies barriers and solutions to access for patient and whānau.
- Accurately documents assessments of patients / clients health status, diagnosis and decisions made regarding interventions and referrals or follow-up.
- Participates in case review and debriefing activities as required.

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**Domain Three: Interpersonal relationships**

- Promotes effective teamwork and collaborative relationships within the multi-disciplinary team and across health care settings to achieve best health outcomes.

**Education and clinical teaching**

- Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals.
- Acts as a nursing resource providing expert advice and education to nursing staff and other health care professionals / whānau within scope of speciality practice.
- Identifies and supports staff education and professional development based on knowledge of service needs.
and aligned with ADHB strategic direction.

**Domain Four: Inter-professional health care and quality improvement**

**Continuous quality improvement**
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Contributes to projects and research that enhance the clinical implementation of evidence-based practice.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Reviews and develops clinical standards / protocols and policies and facilitates clinical audits processes.
- Develops educational resources.
- Works in collaboration with other relevant nursing leaders to define and implement the strategies that support quality improvement.
- Assists in the implementation of nursing practice and models of care appropriate to patient / client population needs.
- Assists in the implementation and management of initiatives to address differential access to healthcare services for Māori and Pacific whānau.
- Participates in the development of strategic and operational service plans.

**Evidence based practice**
- Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice and patient / client care.
- Works to ensure that recommended best practice guidelines / policies are research based and relevant across the organisation.
- Contributes to and participates in ADHB and national policy development.

**Authorities:**

<table>
<thead>
<tr>
<th>FTE</th>
<th>Budget Accountability (if applicable):</th>
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**Direct Reports:** Nil

**Relationships**

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<tr>
<th>External</th>
<th>Internal</th>
<th>Committees/Groups</th>
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<tbody>
<tr>
<td>• Other DHB’s</td>
<td>• Nurse Unit Manager</td>
<td>• Nursing Clinical Governance and Patient Safety / Quality Groups</td>
</tr>
<tr>
<td>• Primary health care providers</td>
<td>• Service Clinical Director</td>
<td>• Senior nursing groups</td>
</tr>
<tr>
<td>• University of Auckland</td>
<td>• Nurse Director</td>
<td>• Nurse Specialist groups</td>
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<tr>
<td>• Other tertiary education providers</td>
<td>• Operations Manager</td>
<td>• Clinical management teams</td>
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<tr>
<td>• NZ Nursing Council</td>
<td>• Nursing &amp; midwifery workforce</td>
<td>• Other nursing groups as required</td>
</tr>
<tr>
<td>• Professional bodies &amp; associations</td>
<td>• Other senior nurses</td>
<td>• Specific projects and committees that impact directly on nursing</td>
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<tr>
<td>• Health social support and education agencies</td>
<td>• Nursing &amp; Midwifery Leadership</td>
<td>• Specialty practice forums</td>
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<tr>
<td>• Consumer advocates &amp; agencies</td>
<td>• Professional Development Advisor</td>
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<tr>
<td>Person Specification</td>
<td>Essential</td>
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| **Education and Qualifications** | ▪ New Zealand nursing registration  
▪ Postgraduate certificate / diploma in specialty nursing practice.  
▪ Working towards completion of Master’s degree in nursing or health related area. | ▪ Master’s degree |
| **Experience/ Knowledge** | ▪ Leadership and patient / client management skills  
▪ Project management experience  
▪ Knowledge of quality improvement processes and principles  
▪ Ability to facilitate and manage change at a local level  
▪ Knowledge and understanding of the Treaty of Waitangi and implications in nursing practice.  
▪ Specialty knowledge and practice expertise.  
▪ Minimum Level 4 practice.  
▪ Knowledge of nursing professional development issues | ▪ Research skills including data analysis and critical appraisal skills and clinical audit  
▪ Experience in multi-disciplinary clinical teaching.  
▪ Strategic planning and policy development skills  
▪ Understanding of government health policy |
WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES

**CITIZENSHIP**
All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

**THE EMPLOYER AND EMPLOYEE RELATIONSHIP**
We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB’s objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

**CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT**
All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

**PROFESSIONAL DEVELOPMENT**
As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require

Welcome Haere Mai | Respect Manaaki | Together Tūhono | Aim High Angamua