

Position Description: Clinical Nurse Specialist

Business area: Clinical

FTE: As per Conditions of Employment

Reports to: Operating Theatre Manager



Our Purpose

Our Mission :

Excellence in health care within a culture of caring

Our Vision :

To be an innovative centre of excellence, where people choose to receive health care and people love to work.

Our Values:

Four core values:

- Do the Right Thing
- Aim for Excellence
- Caring for All
- Work Better Together

Position Objective:

- To be professionally accountable for the provision of safe, effective, evidence based perioperative nursing care for patients, clinicians and colleagues. Works with the roles of practitioner, educator, consultant, and other leaders in the pursuit of clinical excellence and improved health outcomes.
- Lead and develop a designated specialty team.
- Influence and improve the provision of the specialty service.
- Recommend and implement innovations and developments in the specialty to improve and enhance the provision of a save service.
- Exhibit, promote and lead exemplar clinician relationships.

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> • Clinical Nurse Specialist Colleagues (CNS) • Operating Theatre Coordinators • Anaesthetic Coordinator • SSD Coordinator • Theatre Services Manager • Perioperative Services Manager • Hospital Manager • Ward Services Manager • Nursing Coordinators • Charge Nurses • Infection Prevention and Control Coordinator • Quality Manager • Educator Learning and Development • Nurse Educator – Operating Theatre • Front of House Services Manager • All St George's colleagues 	<ul style="list-style-type: none"> • Medical Staff and their nurses/secretaries • Allied Health Professionals • Patients and support persons • Company Representatives.

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Key Areas of Accountability:

Area of Accountability	Expected Results
<p>To ensure the provision of a safe health care delivery environment</p>	<ul style="list-style-type: none"> • Provides leadership to the specialty, through understanding the needs of the patient, colleagues, clinicians, and the Hospital. • Ensures clinical practice meets legislative requirements and is evidence-based. • Monitors practice within the specialty to ensure compliance with hospital/ward/department policies, procedures and governing acts and regulations. • Ensures infection prevention and control practices are implemented, monitored, and evaluated. • Plans and ensures appropriate supervision, preceptoring, support and education of colleagues working in the specialty. • Ensures specialised equipment is maintained in a safe working condition and colleagues are adequately trained to use such equipment. • Assists in the co-ordination of equipment trials performed within the operating theatre suite. • Knows and can demonstrate all procedures and requirements for the management of emergencies and can co-ordinate the department in the event of an emergency situation. • Ensures the specialty is efficiently and safely staffed and rostered for expected workloads in consultation with the Operating Theatre Manager taking into consideration skill mix and case complexity.
<p>To be accountable for the service delivery and future development of the specialty</p>	<ul style="list-style-type: none"> • Provides an annual assessment to Operating Theatre Manager of requirements for capex requests to ensure: <ul style="list-style-type: none"> ◦ a cost-effective, efficient and safe service. ◦ responsive to colleague and clinician input. ◦ appropriate to meet clinical requirements, the strategic direction and future needs of the business including developing trends in the specialty area. • Reports to the Operating Theatre Manager, any patient, clinician or colleague requests or issues. • Addresses or seeks assistance to resolve any health and safety issues in the operating theatre suite. • Identifies opportunities to apply technology to better support our clinicians with current and future Operating Theatre business opportunities and recommends these to Operating Theatre Manager. • Ensures accurate cost recovery for care provided.
<p>Clinician Relationships Exhibit, promote and lead exemplar clinician relationships.</p>	<ul style="list-style-type: none"> • Develops, enhances, and promotes exemplar working and collaborative relationships with the area specialty Clinicians who work at St George's Hospital including but not limited to: <ul style="list-style-type: none"> ◦ Ensuring our Operating Theatre services are always focused on mutually beneficial goals and associated benefits. ◦ Providing constructive feedback for two-way service improvements and developing corrective action plans. ◦ Ensuring that our theatre resources provide the best-in-class services to our clinicians. • Serves as a resource for our Clinicians to answer questions, keep them informed about policies and procedures related to the theatre environment. • Informs Operating Theatre Manager about opportunities to grow and improve the specialty within the Operating Theatre suite.
<p>Team Leadership</p>	<ul style="list-style-type: none"> • Fosters the development of a cohesive team through personal leadership, effective communication, and role modelling St George's values: -



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<p>Develops and fosters a team environment that ensures an effective optimum service delivery</p>	<ul style="list-style-type: none"> ◦ Do the Right Thing ◦ Aim for Excellence ◦ Caring for All ◦ Work Better Together. <ul style="list-style-type: none"> • Demonstrates ability to identify, prioritise, analyse and resolve a range of issues/problems within the specialty. • Assists Operating Theatre Manager to address HR requirements for the team. Included but not limited to <ul style="list-style-type: none"> ◦ Monitoring / managing leave and absenteeism. ◦ Rostering to contracted hours. ◦ Contributing to strategies for effective succession planning, recruitment, and retention. • Completes 3-yearly Performance Reviews and Planning (PRP) for the reporting RN's with annual catch ups. • Resolves team and individual performance issues, escalating as necessary. • Supports, coaches and mentors colleagues with clinical reasoning and professional judgement. • Ensures all team members demonstrate an understanding of and compliance with infection control principles
<p>Inter-professional Healthcare and Quality Improvement.</p> <p>To maintain a high level of quality improvement</p>	<ul style="list-style-type: none"> • Ensures policies, procedures and guidelines are current and reflect evidence-based practice. • Contributes to the review and development of nursing policy and procedures that have relevance to operating theatre suite. • Interacts with internal and external departments and agencies to ensure that procedures and care are consistent with current acceptable guidelines. • Promotes and contributes to improvements in quality of care delivery. • Ensures operating theatre services are delivered to patients and clinicians in a professional and customer focused manner. • Promotes to colleagues and actively supports the Hospital's Quality Plan and the maintenance of relevant standards. • Plans quality improvement activities, including evaluation of audits and uses outcomes to improve service provision, promotes continuous quality improvement.
<p>Professional Development</p> <p>To demonstrate a commitment to personal and professional development and actively assist with training and development.</p>	<ul style="list-style-type: none"> • Ensures professional development is undertaken according to hospital policy and participates in a 3-yearly performance appraisal with annual catch ups. • Identifies own learning requirements/improvements and develops a plan in conjunction with the Operating Theatre Manager to address these. • Fosters an environment conducive to learning, enquiry and research.
<p>Organisational Culture</p> <p>To support St George's strong and positive culture within the community and with key internal and external stakeholders.</p>	<ul style="list-style-type: none"> • Fosters, develops, and enhances through behaviours, co-operation across the Operating Theatre team. • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a "customer focus". • Maintains confidentiality in respect to St George's operations, business, colleagues, clients, and patients. • Models St George's values and adheres to St George's policies and procedures.
<p>Cultural safety, understanding and Te Tiriti o Waitangi</p> <p>To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> • Demonstrates an understanding of and commitment to our responsibilities of Te Tiriti o Waitangi. • Respects diversity of cultural, this may include age, gender, sexuality, ethnicity, culture, disability, or beliefs.
<p>Health & Safety</p>	<ul style="list-style-type: none"> • Complies with and supports all health and safety policies, guidelines, and initiatives.



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To ensure a safe working environment	<ul style="list-style-type: none"> Ensures all incidents, injuries and near misses are reported in our H&S reporting tool.
Organisational effectiveness Contributes to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> Looks for ways and means to promote cost effectiveness actively and effectively. Actively promotes the activities of the hospital to internal and external stakeholders and seeks additional business opportunities.
Other Duties	<ul style="list-style-type: none"> Performs any other duties related to the scope of role when requested.

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Nurse with current NZ Practicing certificate. Relevant senior theatre experience and a minimum of three years specialty experience. Advanced learning and contemporary knowledge in the area of specialist practice. 	<ul style="list-style-type: none"> Post graduate qualifications desirable
Experience & Knowledge	<ul style="list-style-type: none"> Experience and credibility with the health care team as a professional resource in the specialty area. Demonstrated ability to articulate evidence-based nursing advice to the multidisciplinary team. Leading and working within a team. 	
Personal Attributes	<ul style="list-style-type: none"> Ability to exercise independent nursing judgement, apply advanced assessment skills and take appropriate action. Planning and organisational skills Interpersonal skills Excellent customer focus Self-awareness; Emotional intelligence, Social intelligence; Exceptional communication skills; Resilience; Leadership agility. 	