



Position Description

Position title:	Clinical Nurse Specialist-Pre-Admission	Date:	February 2024
Reports to:	PACU / Day Stay Manager	Department:	Pre-Admission
Number of reports:	Direct: ~4 Total (include indirect):	Location:	
Delegated financial authority:		Budget ownership:	Yes/No
Level of influence:	Leading others		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network and at our national support office, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Values and Behaviours

Teamwork: We will work together because we know that a strong team will always outperform strong individuals.

Responsibility: We will take ownership and pride in our work. We will act with integrity and be accountable for our behaviour.

Respect: We will act fairly in a culture of mutual trust and respect.

Aspiration: We will aspire to be the best we can be. We will recognise and celebrate success.

Role Purpose

The Preadmission CNS will provide excellent nursing care to ensure a patient centred Preadmission Service that prepares patients for surgery, enhances the patient journey, supports early discharge planning and improves health outcomes. This role will ensure preadmission assessment is provided in accordance with relevant policies and procedures and that meet the needs of the individual, surgeons and anaesthetists. They will also provide a high level of clinical care within the Pre-Admission Service, that meets the goals and objectives of Southern Cross Hospital.

The Clinical Nurse Specialist is specifically responsible for:

- Providing specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of preadmission care
- Working closely and collaboratively with all nursing roles and medical specialists to actively support the hospital manager to achieve the strategic goals of Southern Cross Healthcare specifically in mitigating clinical risk and maintaining high standards of quality nursing care
- Researching, evaluating, developing and implementing best practice standards of nursing practice in the preadmission service
- Taking a key role in leading the development of pathways, protocols and guidelines for the Preadmission Service

Key Relationships

Internal

- General Manager
- Senior Leadership Team
- Hospital Staff
- Quality and Risk National Support Team

External

- Patients
- Company Representatives
- External Customers
- Medical Specialists

Key Accountabilities

Leadership, Management of Nursing Care / Clinical Capability

- Takes a lead role in ensuring safe elective surgical preadmission service delivery that is responsive to patient needs and supported by appropriate nursing skill, knowledge, and professional judgement
- Demonstrates advanced clinical knowledge and assessment skills in elective surgical preadmission assessment and especially in the management of complex clinical presentations.
- Acts in an expert consulting / resource role in the management of the surgical preadmission patient demonstrating clinical expertise and actively supporting staff in:
 - Providing planned nursing care to achieve identified outcomes, including complex patients
 - Undertaking comprehensive and accurate patient assessments
 - Ensuring the patient and whānau have adequate explanation of the effects, consequences and alternatives of proposed treatment options
 - Acting appropriately when faced with unexpected patient responses, confrontation, personal threat or other crisis situations
 - Providing health education appropriate to the needs of the patient within a nursing framework
 - Reflecting upon and evaluating with peers, the effectiveness of the preadmission nursing care

Professional Responsibility

- Role models high standards of professionalism and undertakes a lead role in developing and implementing processes that share knowledge, support and guide others in:
 - Ensuring nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements
 - Applying the principles of Te Tiriti o Waitangi to nursing practice
 - Directing, monitoring and devaluating nursing care that is provided by registered and enrolled nurses, nurse assistants and others
 - Promoting an environment that enables client safety, independence, quality of life and hauora
 - Practicing nursing in a manner that the client determines as being culturally safe
 - Proactive in maintaining and enhancing own professional development

Professional Development

- Assists and supports the nurse educator in the development and delivery of education that reflects identified learning needs
- Shares knowledge and expertise with all members of the health care team
- Models expert skills within clinical practice area
- Participates in and provides professional/clinical supervision
- Maintains strong local and network links

Interpersonal Relationships

- Role models excellence in interpersonal and therapeutic communication with patients/whānau, other nursing staff and inter professional communication and documentation
- Establishes, maintains and concludes therapeutic interpersonal relationships with patients
- Practices nursing in a negotiated partnership with the patient and whānau and acts as an advocate as required
- Communicates effectively with patients and all members of the health care team – both internal and external to the organization
- Role models collaborative models of working and demonstrates expert skills in multidisciplinary teamwork
- Provides constructive feedback regarding peers' practice

- Provides expert nursing input to multidisciplinary team discussions and decision-making forum
- Proactive in coaching and mentoring colleagues in advancing their clinical capability

Safety, Quality and Risk Management / Quality Improvement

- Plays a key role in the provision of quality, effective and safe care in conjunction with the clinical team to meet the service of expectations and patient care needs
- Uses the results of quality initiatives to improve practice and identify risks that could limit delivery of excellent quality healthcare in the hospital.
- Works with the appropriate clinical team to develop and implement appropriate action plans that are operational and cost effective to the organisation
- Is involved in the development and review of quality plans as a member of the hospitals SQRM team
- Evaluates health outcomes and in response takes a key role in shaping clinical pathways, protocols and guidelines in collaboration with other members of the clinical team
- Takes a key role in the audit, review and/or development of local and/or national policies and protocols ensuring they are evidence based
- Demonstrates a sound understanding of the Health & Disability Standards of New Zealand

Business Acumen

- Takes a lead role in the growth and sustainability of the hospital through the use of sound judgment and knowledge
- Effectively role models Southern Cross Hospitals' Healthcare values
- Plays a key role in the purchase and/or trial of clinical equipment and is consulted on facilities as it pertains to the delivery of clinical nursing care
- Stays abreast of national and international trends and issues regarding patient assessment & pre-optimisation, relaying this throughout the local hospital and network to ensure the organisation is positioned to meet the challenges of the modern healthcare environment

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to Environment, Social and Governance (ESG)

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.

- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements

Experience and skills required:

- 5 years post-registration experience – 2 of those being in surgical nursing
- Knowledge of computer systems to an intermediate level

Experience and skills desirable:

- Previous leadership experience as CNS.
- 5 years recent post-registration experience in surgical nursing
- Post-registration experience in high dependency/ ICU/ CCU type settings

Education and qualifications required:

- RN with current practicing certificate and scope of practice applicable to working in surgical setting
- Post graduate qualification in clinical nursing practice or / working towards.
- Must have successfully completed a post-graduate clinical assessment paper or equivalent
- ACLS Level 6
- Expert level on PDRP (or ability to attain)

Education and qualifications desirable:

- Post-graduate certificate diploma in clinical nursing practice or working towards
- Leadership education

Leadership Attributes

Human Centred Leadership

- Empathy
- Adaptability
- Connection

Performance Coach

- Accountability
- Engagement
- Collaboration

Change Enabler

- Execution
- Energy
- Contribution