

Clinical Nurse Specialist (CNS)
Infection Prevention and Control

1. PURPOSE OF POSITION

The Clinical Nurse Specialist – Infection Prevention and Control in consultation with the Chief Medical Advisor is jointly responsible for the implementation of the Te Whatu Ora Taranaki Infection Prevention and Control Programme.

This position plays a key role in:

- Maximising infection prevention and control operational effectiveness
- Ensuring legislative compliance
- Enhancing infection prevention and control best practice across the organisation

2. ORGANISATIONAL VALUES

Our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Te Whatu Ora Taranaki values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners.

Our Te Ahu Te Whatu Ora Taranaki values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Quality Patient Safety Manager
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Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Medical Microbiologist - Te Whatu Ora Canterbury / Other as required	CNS IPC
Flu Strategy Group	Infection Control Committee members
Aged Care Facilities	Te Pā Harakeke
St John	Other Clinical Committees as required
ESR	Clinical staff
Primary Health Organisation(s)	Clinical Managers
General Practice (GPs)	Non-clinical Managers including Orderlies and Housekeeping
Health Quality & Safety Commission (HQSC)	Service Managers
Peers in other Te Whatu Ora districts	Microbiology staff
Members of the public	Clinical and non-clinical staff delegated with IPC responsibilities
	Hand Hygiene Gold Auditors
	Healthcare Assistants (HCAs)
	Product Evaluation Committee members
	Wider Clinical Governance Support Unit team members
	Public Health Unit team including the Medical Officer of Health
	Associate Directors of Nursing and/or Midwifery
	Nurse Educators
	Stores and procurement staff
	Engineering staff

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>INFECTION PREVENTION & CONTROL PROGRAMME AND POLICIES</p> <p>Key documents, systems and activities include but are not limited to:</p> <ul style="list-style-type: none"> • Infection Prevention and Control Programme • Infection prevention and control related policy and procedures • Infection prevention and control education • Audit activity • Infection prevention and control related reportable events <ul style="list-style-type: none"> • Health & Disability Services Standards (Certification) • Infection prevention and control related quality improvement identification, implementation and evaluation. 	<ul style="list-style-type: none"> • Effectively contributes to the ongoing review, updating, monitoring and evaluation of Te Whatu Ora Taranaki’s Infection Prevention & Control Programme. • Effectively contributes to ensuring that current, appropriate, effective and evidence-based infection prevention and control policies, procedures and systems are in place that are: <ul style="list-style-type: none"> • developed through consultation/collaboration • accessible • regularly reviewed • legislatively compliant • auditable • Ensures the infection prevention and control audit schedule is developed, implemented, monitored and results reported. • Effectively contributes to the presentation and evaluation of appropriate infection prevention and control related education/training sessions internally and externally if requested. • Regularly reviews infection prevention and control literature and incorporates findings into education/training sessions. • Liaises with members of the Clinical Governance Support Unit and Directorate of Nursing teams re content of education. • Effectively contributes to the preparation for, involvement with and ensuring improvements post audit in relation to Certification. • Assists and supports the staff delegated roles with IPC responsibility. • Ensures accurate and timely reporting, investigating and trend monitoring of infection prevention and control related reportable events.

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	<ul style="list-style-type: none"> Effectively contributes to the reporting of infection prevention and control related matters to varied audiences in Te Whatu Ora Taranaki including including the Infection Prevention and Control Committee, Directorate Leads and the Senior Leadership Team of Te Whatu Ora Taranaki.
<p>UNDERTAKES RELEVANT INFECTION PREVENTION AND CONTROL SURVEILLANCE</p>	<ul style="list-style-type: none"> Ensures issues, trends and potential infection hazards are anticipated and remedial actions recommended. Provides leadership, guidance and support in developing standardised surveillance and analysis methods that allow timely recognition and intervention of infection control issues Ensures that significant lab results are followed up as they occur. Effectively undertakes the collection, interpretation and timely reporting of required surveillance data to identify education needs, compliance with policies and procedures and early identification of potential outbreaks. Ensures that new multi drug resistant organism isolates, resistance severity and GP notification registers are maintained. Ensures a record of infectious diseases/potential outbreaks is maintained. Effectively assists with pre-employment health screening. Effectively contributes to the Te Whatu Ora Taranaki staff vaccination programme.
<p>PROVIDES INFECTION PREVENTION AND CONTROL ADVICE AND EDUCATION</p>	<ul style="list-style-type: none"> Provides appropriate information, advice and support in a timely manner to all services to assist with decision making, care delivery and acceptable infection prevention and control practices. Provides on call advice for infection control issues outside of working hours as rostered. Effectively contributes to the recommendation process concerning product utilisation, new techniques, new equipment and services, and building modification/refurbishment or new buildings.

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	<ul style="list-style-type: none"> Assists staff to identify patients/clients with infection prevention/control needs and guide in appropriate care planning. This also includes provision of advice and education to the patient and their family/whānau.
<p>MANAGES OUTBREAKS OF INFECTION & PANDEMIC PLANNING</p>	<ul style="list-style-type: none"> Ensures issues, trends and potential infection hazards are anticipated and remedial actions recommended. Provides guidance on patient placement and isolation requirement and removal from isolation. Ensures that infection outbreaks are identified early and investigated. Ensures that appropriate action is taken to prevent or minimise actual or potential infection risk. This will include patient placement and staff stand down from duty. Effectively contributes to the effective and appropriate co-ordination and control of outbreak and exposure events. Liases and collaborate with the Medical Officer of Health and Health Protection Officers. Utilises the incidences of outbreak and exposure as learning experiences, to further refine the service provided. Takes responsibility for the timely management of any staff vaccination requirements.

<p>Organisational Accountabilities</p>	<p>Expected Outcome for all Employees</p>
<p>Health Equity</p>	<p>Te Whatu Ora Taranaki strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> The Pae Ora Framework which requires: <ul style="list-style-type: none"> Demonstrating the principles of Tino Rangatiratanga, Equity, Active Protection, Options and Partnership under the Te Tiriti o Waitangi;

Organisational Accountabilities	Expected Outcome for all Employees
	<ul style="list-style-type: none"> o improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the Te Whatu Ora Taranaki Pae Ora Framework; o Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; o Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Māori : A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Māori Health Strategy; o Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the Te Whatu Ora Taranaki Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the Te Whatu Ora Taranaki including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Māori and any other training identified as essential for staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided

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Organisational Accountabilities	Expected Outcome for all Employees
	<ul style="list-style-type: none"> ● Contributes to hazard identification and management process ● Reports accurately near misses/incidents/accidents in a timely manner ● Participates in health and safety matters
Personal Development	<ul style="list-style-type: none"> ● Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. ● Participates in the performance appraisal process where personal performance and development is reviewed. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Quality Patient Safety IPC team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>

Capability
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.
Cultural Safety Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Māori cultural orientation to whanau, hapu and iwi.
Teamwork Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION/REQUIREMENTS

Required: <ul style="list-style-type: none">Registered Nurse with a current New Zealand Nursing Council Practicing Certificate.Postgraduate qualification (PGCert/PGDip/Masters) in IPC or related field or working towardsCurrent full driver's license
Desirable <ul style="list-style-type: none">Nursing Portfolio at Expert level (or commitment to working towards within six months of appointment)

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- Training and experience in infection prevention and control or able to demonstrate clinical expertise in a transferrable skill.
- Certified Hand Hygiene NZ Gold Auditor.
- Current Vaccinators Certificate.

9. SKILLS

- Uses Te Tiriti knowledge to effect health inequity improvement.
- Effective education and training.
- Highly effective relational skills.
- Leadership & change management.
- Advanced communication and stakeholder engagement
- Ability to work across multi-disciplinary teams
- Excellent interpersonal skills.
- Coaching & mentoring & adult teaching of individuals and/or larger groups
- Proven skills in communication, conflict resolution and problem solving.
- Effective time management.
- Quality Improvement and audit expertise
- Research.
- Policy and guideline development and implementation
- Data analysis and reporting

10. EXPERIENCE

- A minimum of 3 years post-registration clinical experience
- Postgraduate qualification (PGCert/PGDip/Masters) in IPC or related field or working towards
- Senior Nurse PDRP or equivalent
- Certified Hand Hygiene Gold Auditor (desirable)
- Leading a specialist programme within the work environment
- Managing emergencies and/or disease outbreak management