Clinical Nurse Specialist — Renal

Position Description

November 2015

Job Title : Clinical Nurse Specialist - Renal

Department : Renal Service

Location : Waitemata DHB, Medicine and Health of Older People Division

Reports to [Line] : • Operations Manager for performance objectives and contribution at senior nurse level

Reports to [Professional] : • Clinical Director of Renal Service for collaborative achievement of service strategic plan and performance

• Clinical Nurse Director Community & Specialty Practice for the safety of professional practice performance to the highest standard

Direct Reports : None

Functional Relationships with : Internal

Clinical Director
Nephrologists
Renal RMOs
Charge Nurse Managers
Clinical Nurse Specialists
Clinical Nurse Educator
Interventional Radiology
General Surgeons
Haemodialysis Technical Educator
PD nurses
Haemodialysis technicians and nurses
Registered nurses
Senior Nursing Management team
Medical and surgical teams
Allied Health team
Cultural Support Services

External

Patients, family/whanau
Consumers, consumer advocates and families
Vascular Surgeons
General practitioners
Health and social support agencies
Regional and national renal networks
Other DHB’s
Professional bodies and associations
General Practice
The University of Auckland/AUT

Purpose of this position : To apply advanced knowledge of the health needs, preferences and circumstances to optimise the individual’s health and well-being at various phases across the continuum of care. You will provide specialist nursing care and expertise in the management of the renal patient population
Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. Promote wellness,
2. Prevent, cure and ameliorate ill health and
3. Relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.

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**KEY ACCOUNTABILITIES**

**Domain One  Professional responsibility**

*Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions*

- Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies
- Perceived as highly effective, progressive and knowledgeable in renal nursing according to legal, ethical, cultural safety/sensitivity and professional standards.
### KEY ACCOUNTABILITIES

**Professional Leadership and Expertise**
- Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk with renal disease.
- Provides advanced practice specialist nursing care in direct care delivery, contributing to the development of integrated service delivery across the continuum of care – one to one patient management and impact on practices/processes of care on people with renal disease, at local and system level
- Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally
- Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety

**Professional Development of specialty practice**
- Participates in interdisciplinary case review processes and clinical supervision
- Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio
- Actively participates in professional nursing groups, maintain effective local, regional, national and international networks contributing to the care of people with renal disease. Attends educational opportunities and conferences.

### Domain Two  Management of nursing care at advanced practice level
*Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence*

**Clinical Care/ Care Coordination**
- Provides specialist nursing care and expertise both in direct care delivery and in support to other nursing and multidisciplinary staff in the management of patients with renal disease.
- Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills
- Using a case management model, follows a patient with complex needs related to renal disease, through the acute episode of care, in collaboration with other disciplines (in patient and primary care). families/carers

**Education and clinical teaching**
- Provides patient education to people with renal disease, to improve patient outcomes and gain participation with their treatment
- Supports other staff in the management of people with renal disease.
- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whanau within the scope of renal nursing, demonstrating skilled mentoring/coaching, teaching and supervision. May teach at post registration level to enhance evidence based practice

### Domain Three Interpersonal relationships and enhancing the patient experience
*Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.*

- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships
- Role models advanced therapeutic communication, engages patient and family in care planning for self-care, improving knowledge of renal disease, self-management, prevention of complications and promotion of recovery

### Domain Four Interprofessional healthcare and quality improvement to deliver organisational objectives
*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team.*
**Clinical Nurse Specialist – Renal**

**Position Description**

| Supports Professional Activity | | |
|--------------------------------|---------------------------------|
| • Provides teaching – nursing and medical education; participates in clinical governance activities including audit and research; Administration – organisational requirement; contribution to renal service planning and policy development; professional development | • Assists in the implementation of nursing practice and models of care appropriate to the needs of people with renal disease. |

| Quality Improvement: Guideline and policy development | | |
|-----------------------------------------------------|---------------------------------------------------------------|
| • Leads the development/review of best practice pathways, protocols and guidelines in the care of people with renal disease, that are research based. Change agent/leader | • Leads/contributes/collaborates in quality & care improvement processes, risk management and resource utilisation review, including trending and auditing and developing appropriate responses – educational, policy, advisory at patient, nurse and system level |
| | • Identifies efficiencies through new and innovative ways of working, improve quality of care and patients experience |

| Service Development | | |
|---------------------|---------------------------------------------------------------|
| • Participates in service development and strategic leadership to enhance the patient experience, application of values in practice. Undertakes/leads specific or organizational portfolio responsibilities. Includes assisting in implementation and management of initiatives to address differential access to healthcare services for Maori. | |

| Research & Audit: Evidence based practice | | |
|-------------------------------------------|---------------------------------------------------------------|
| • Researches, evaluates, develops and implements standards of nursing practice in renal nursing, and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB | • Fosters inquiry, critical thinking and research skill acquisition to advance nursing practice and patient/client care |
| | • Confident use of technology. Critiques and uses research findings in practice. Participates in research. |

| Workplace Health & Safety | | |
|---------------------------|---------------------------------------------------------------|
| • Recognises Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies are read and understood and relevant procedures applied to their own work activities. Workplace hazards are identified and reported, including self-management of hazards where appropriate | |

**VERIFICATION:**

Employee: __________________________________________
Manager: _____________________________ Date: ____________

*Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.*
Service description:

Identified population served by the role and patient type/client group, specialty needs, treatments offered

Renal patients admitted mainly to ward 2 NSH and other wards (including ED/ADU) to a lesser degree. Includes the management of WDHB renal vascular access list, abdominal surgery list (Tenchkoff insertions), and renal procedures list.

Area of advanced nursing specialty practice.

Renal

The scope of the role including the setting that care will be delivered in e.g. local, regional, national, hospital, clinical or community settings

Advanced practice role, working within clinical pathway/guidelines/protocols and standing orders for patient groups. Innovative, evidence based nurse-led solutions to meet patient demand for Renal services

Key points of integration and collaboration with other teams, services or providers

Close working relationship with Renal Physicians and dialysis CNM. Engaged with Interventional Radiologists and Vascular Surgeons and other renal staff across Waitemata DHB, regionally and nationally

Anticipated outcomes of care

Care management of patients presenting to the Renal Service Formally presents caseload statistics. Variance to clinical pathway explained/managed/monitored [data]

Specific Key Responsibilities/KPIS relevant to specialty role

- Organizes medical assessment for urgent/acute problems.
- Acts as point of referral for nursing care issues regarding renal patients and facilitates troubleshooting/intervention as required. Ensures appropriate follow up.
- Collaborates with renal teams and liaises with nursing and multi-disciplinary teams regarding patient discharge planning.
- Participates in assessment and management of chronic dialysis patients admitted to other services in collaboration with the renal referrals team
- Oversee and perform peritoneal dialysis as required for patients outside the renal service.
- Liaise with the renal team, Interventional Radiologists and Vascular Surgeons to enable timely formation of hemodialysis access.
- Liaise with the team to ensure ongoing monitoring of the patient’s vascular access to enable optimal dialysis is obtained, maximum life of the access is achieved and plans for future intervention are coordinated.
- Ensure timely placement of peritoneal dialysis catheter insertion.
- Liaise with the regional vascular service and reviews the waitlist for renal access lists.
- Participates in regional renal vascular meetings and co-ordinates with radiology the booking and after care of dialysis access procedures.
- Develops and maintains multidisciplinary pathways for renal patient management.
- Review current documentation relevant to the care of renal patients to ensure practice conforms with current research, evidence and clinical practice guidelines e.g. CARI Guidelines.
- Coordinate and assist with the admission and performance of renal procedures including renal biopsies,
central line insertion and peritoneal dialysis catheter insertion.
- Maintains data and regularly provides feedback to appropriate services (Renal, Vascular, and General Surgery) regarding performance, guidelines and targets.
- Participates in the development and maintenance of a dialysis access database
- Facilitates regular audits on renal procedures and outcomes

PERSON SPECIFICATION

POSITION TITLE: Clinical Nurse Specialist - Respiratory

| Education and Qualifications | • RCpN, RGON, BHSC
• Current APC as Registered Nurse
• Post Graduate Diploma in renal nursing essential. Must include advanced assessment and diagnostic reasoning skills.
• Studying towards completion of Masters in advanced nursing practice/health specialty related [Pharmacology is highly desirable] |
| Experience | At least five years post registration renal nursing practice
Achieved RN Level 4 or equivalent in specialty with current portfolio
Reputation for excellence in renal nursing practice |
| Skills/Knowledge/ Behaviour | • Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge
• Demonstrated operational management/care coordination skills
• Clinical professional leadership
• Confident multidisciplinary teacher
• Project management and quality improvement processes
• Demonstrated confidence in quality improvement to improve service delivery |
| Personal Attributes | Leadership
People management
Teamwork
Cultural safety
Self-management
Patient/client population focused
Communication / interpersonal skills
Innovation
Flexibility
Planning and monitoring
• Proactive attitude
• Excellent communicator
• Articulate, good presentation skills
• Self-directed and motivated
• Strong teamwork reputation, confident collaboration
• Resilience
• Positive professionally mature
• Able to influence without conflict, accepts constructive feedback
• Culturally safe practice |