Clinical Nurse Specialist Cardiac Rehabilitation

Position Description

Date: AUGUST 2015

Job Title: Clinical Nurse Specialist Cardiac Rehabilitation

Department: Cardiology

Location: North Shore and Waitakere sites

Reporting To: Cardiology Operations Manager for meeting performance objectives and collaborative achievement of service strategic plan

Clinical Nurse Director for the safety of professional practice performance to the highest standard possible.

Direct Reports: None

Functional Relationships with:

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
<th>Committees/Groups</th>
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</thead>
<tbody>
<tr>
<td>Cardiologists</td>
<td>Patients</td>
<td>CRANZ</td>
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<tr>
<td>Laboratory staff</td>
<td>Patient family and carers</td>
<td></td>
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<tr>
<td>Nursing staff</td>
<td>Primary care, PHOs, GP, Community nursing</td>
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<tr>
<td>Medical staff</td>
<td>Practice nursing Volunteers and related groups</td>
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<tr>
<td>Quality team</td>
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<tr>
<td>Nurse Educator</td>
<td></td>
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<tr>
<td>Cardiac Rehabilitation</td>
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<tr>
<td>Health Psychologists</td>
<td></td>
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<tr>
<td>Clinical Nurse Specialists</td>
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<tr>
<td>Charge Nurse Managers</td>
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<tr>
<td>Medical staff</td>
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<td>Scheduling staff</td>
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Our DHB 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.
Purpose of this role

To support the care and management of patients who have had a cardiac event from the time of referral - including procedural interventions, case management follow-up and improvement after admission for a cardiac event through education in self-management strategies.

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

<table>
<thead>
<tr>
<th>Professional Leadership and Expertise</th>
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<tbody>
<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements</td>
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<td>• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards.</td>
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<td>• Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk</td>
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<tr>
<td>• 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 populations of patients at local and system level</td>
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<tr>
<td>• Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally</td>
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<tr>
<td>• Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety</td>
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<tr>
<th>Professional Development of specialty practice</th>
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<tr>
<td>• Participates in interdisciplinary case review processes and clinical supervision</td>
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<tr>
<td>• Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio</td>
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<tr>
<td>• Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.</td>
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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 Nurse Specialist Cardiac Rehabilitation

### Position Description

#### Clinical Care/Care Coordination

- Provides consistent best practice treatment for patients. Monitors outcome of care and takes appropriate action through use of standing orders and protocols.
- Uses advanced skills to assess, plan, implement and evaluate patients/clients/family/whanau needs. Includes assisting with interventions and nurse led clinics. Works co-operatively with medical and cardiac physiology staff in follow-up of patients.
- Ensures that patients requiring ongoing care are referred appropriately in a timely and thorough manner using the referral pathway.
- Undertakes case management for patients with complex needs.
- Models culturally appropriate and safe practice in the nursing workforce and assists in initiatives developed to reduce inequalities.
- Identifies/removes barriers to appointments. Explains/manages variance to clinical pathway and monitors timelines utilising data collection tools.
- Co-ordinates/attends interdisciplinary clinical team meetings.
- Provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a defined patient group/area of specialty practice.

#### Education and Clinical Teaching

- Participates with other nurse specialists and educators to address learning needs across the WDHB in long term condition related health issues. This includes input at study days and one on one teaching at the bedside. Facilitates the development of staff competence appropriate for WDHB and specialty area.
- Role models through direct clinical practice and coaching own expertise in specialty area. Provides expert advice and best practice recommendations to support nursing practice with staff so that they emulate best practice.
- Provides patient education to patient and family to improve patient outcomes and gain participation with their treatment.
- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals/family-whanau within specialty scope of practice, 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.
- Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.
- Role models advanced therapeutic communication, engages patient and family in care planning for self-care, improving knowledge of disease/illness, 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**

**Supports Professional Activity**
- Provides teaching – nursing and medical education; participates in clinical governance activities including audit and research; Administration – organisational requirement; contribution to service planning and policy development; professional development
- Collates information regarding client outcomes and presents this formally to the clinical team for review. Documentation of caseload and outcome statistics is reviewed.
- Works collaboratively with the medical, health psychologist and physiology teams to achieve effective teamwork and positive relationships. Addresses issues with them so that they receive advice and recommendations constructively.
- Critiques and uses national/international research findings. Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practice.
- Works in collaboration with senior nursing team and multidisciplinary team to monitor standards and clinical practice and presents issues to the clinical management team.
- Fosters the implementation of WDHB goals and values. Promotes WDHB as a centre of excellence of Nursing practice.
- Actively participates in professional leadership with the senior cardiology nursing team with clear expectations of client outcomes and standards expected.

**Quality Improvement: Guideline and policy development**
- Team Relationships
- Quality Improvement
- Contribution to the team and clinical work setting. Contributes to continuous quality improvement in the workplace: undertakes audits, makes clear recommendations for improvement using PDCA cycle. Quality indicators are monitored and remedial action taken. Reports are well presented and demonstrate appropriate follow-up of target groups and secondary referrals.
- Identifies and manages areas of non-compliance with standards and procedures for cardiac rehabilitation and heart failure practice.
- Addresses risk and privacy requirements. Risks are identified and remedial action taken to address issues in a prompt manner.
- Maintains knowledge of / updates / develops WDHB policies/ procedures and resources in clinical area.
- Contributes professionally to multidisciplinary clinical discussion and decision as appropriate, including formal case review
- Identifies barriers for patient/client’s and initiates clinical audit, policy review and change processes to ensure patient, family or whanau satisfaction
- 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

**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.
- Participates in clinical audits and Cardiac Care Team Quality program.
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<tr>
<th>Research &amp; Audit: Evidence based practice</th>
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<tr>
<td>- Participates in nursing practice research in the field of specialty and presents findings in articles and conference papers.</td>
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<td>- Researches, evaluates, develops and implements standards of nursing practice in the specific area of practice and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB.</td>
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<tr>
<td>- Fosters inquiry, critical thinking and research skill acquisition to advance nursing practice and patient/client care. Supports other staff in the clinical management Engages locally, regionally and nationally to promote cardiac care accessibility and best practice. Represents the Cardiac Care at meetings within the Auckland region and nationally as appropriate. Keeps up-to-date with national/local policy development and change in relation to cardiac care and disseminates appropriately within Waitemata DHB.</td>
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<tr>
<td>- Confident use of technology. Critiques and uses research findings in practice. Participates in research.</td>
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<tr>
<th>Workplace Health &amp; Safety</th>
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<tr>
<td>- 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.</td>
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### VERIFICATION:

| Employee: | ___________________________ |
| Manager: | ___________________________ |
| Date: | __________ |

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

POSITION TITLE: Clinical Nurse Specialist - Cardiac Rehabilitation

Education and Qualifications

- RCPN, RGON, BHSC. Current APC as Registered Nurse
- Post Graduate Diploma in specialty practice

Experience

- At least three years post registration practice in the specialty, multidisciplinary team practice, 5 years post registration
- Consistent practice at RN Level 3 (preferably Level 4) in the cardiac nursing field prior to appointment
- Highly competent in dealing with complex clinical presentations of patients with chronic cardiac conditions.
- Highly proficient, technically competent in core nursing practices e.g. advanced assessment skills, sound clinical judgement, collaborative prescribing and application of treatment protocols
- Understanding of the patient care processes and can map a more efficient service
- Reputation for positive manner and ability to work with patients, nurses, allied health and medical staff in a collaborative way to achieve best patient outcomes

Skills/Knowledge/Behaviour

- Competent computer skills for data management and clinical care management
- Proven skills in researching, accessing and synthesizing information and ability to produce reports. Research skills including data analysis and critical appraisal skills and clinical audit
- Ability to effectively share clinical knowledge with others
- Seeks guidance and advice from medical associates when necessary
- Committed to continuous quality improvements and policy requirements for WDHB
- Experience in multi-disciplinary clinical teaching. Able to share clinical knowledge with others, both one-to-one and group learning within the clinical area.
- Understands the importance of good relationships in ensuring continuity of care: hospital and community care

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