Clinical Nurse Specialist – Hypertension/ Kidney Live Donor Renal Service

Position Description

Date: 2014

Job Title : Clinical Nurse Specialist- Hypertension/Live Kidney Donor

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
• Associate Director of Nursing and Midwifery for the safety of professional practice performance to the highest standard

Direct Reports : None

Functional Relationships with :

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
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</thead>
<tbody>
<tr>
<td>Clinical Lead - Hypertension</td>
<td>Patients, family/whanau</td>
</tr>
<tr>
<td>Clinical Lead - Transplantation</td>
<td>Community groups</td>
</tr>
<tr>
<td>Medical – Renal, other</td>
<td>General Practice</td>
</tr>
<tr>
<td>Nursing – Renal, CNS, CNE, Other</td>
<td>DHBs, PHOs</td>
</tr>
<tr>
<td>Allied Health- Haemodialysis</td>
<td>Auckland District Kidney Society (ADKS)</td>
</tr>
<tr>
<td>Technical Educator, Haemodialysis Technicians</td>
<td>The University of Auckland/AUT</td>
</tr>
<tr>
<td>Allied Health – Pharmacy, Social Worker, Dieticians</td>
<td>Quality team</td>
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Purpose :

Advanced practice nursing role that focuses on care delivery for patients with resistant or difficult to control hypertension.
Advanced practice nursing that focuses on assessment and management of potential live kidney donors presenting to the Renal Service. Care assumed according to the CNS level of practice and delegated authority.
## Position Description

### Clinical Nurse Specialist –

**Hypertension/ Kidney Live Donor Renal Service**

### KEY ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
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<tbody>
<tr>
<td><strong>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</strong></td>
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<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies</td>
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<tr>
<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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<thead>
<tr>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
</tr>
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<tbody>
<tr>
<td><strong>Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence</strong></td>
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<tr>
<td>• 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.</td>
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<tr>
<td>• Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills</td>
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<tr>
<td>• Works closely and completes delegated work from the Nurse Practitioner</td>
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<tr>
<td>• Provides range of Clinical Activity Sessions</td>
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<tr>
<th>Domain Three</th>
<th>Interpersonal relationships and enhancing the patient experience</th>
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</thead>
<tbody>
<tr>
<td><strong>Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.</strong></td>
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<tr>
<td>• Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships</td>
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</tr>
<tr>
<td>• 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</td>
<td></td>
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</table>
## 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
- Assists in the implementation of nursing practice and models of care appropriate to patient/client population needs

**Quality Improvement: Guideline and policy development**
- Leads the development/review of best practice pathways, protocols and guidelines in the specific area of practice 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 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
- 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

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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.*
Position Description

Clinical Nurse Specialist – Hypertension/ Kidney Live Donor Renal Service

Service description

Identified population served by the role and patient type/client group, specialty needs, treatments offered
Area of advanced nursing specialty practice.

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

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

Anticipated outcomes of care

Include / describe specific detail: [NOTE: must be approved by the relevant nurse leader].
Hypertension and kidney live donor patients presenting to the Renal Service at North Shore, Waitakere Hospitals

Renal Service

Potential for career pathway transition to Nurse Practitioner scope of practice should this be available in the service.
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 hypertension and kidney live donor services
Close working relationship with Nephrologists
Engaged with CNS in specialty, across WDHB, regionally and nationally

Care management of hypertension and kidney live donor 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

| Assessment and management of hypertension referred to Renal Service according to care pathways | Initiates assessment and treatments according to bundles of care/pathways, liaising with medical team
| Assessment and management of patients considering live kidney donation | Provides information, Initiates assessment and arranges ongoing evaluation of people considering donation of a kidney for renal transplantation.
| Leads the nursing response in clinical care | Initiates care collaboratively with medical and multidisciplinary staff.
| Provides range of Clinical Activity Sessions | Leads service delivery in nurse led clinics and education in the Renal Service hypertension and kidney live donor clinics
| Case manages patients through the episode of care, coordinating input from the multidisciplinary team
| Leads team debriefing and case review. Actively contributes to team/clinical meetings
| Leads service delivery in nurse led clinics and education in hypertension clinics
| Arranges ambulatory blood pressure monitoring.
| Case manages people considering live kidney donation coordinating input from the multidisciplinary team
| Leads team debriefing and case review. Actively contributes to team/clinical meetings

Clinical Nurse Specialist –
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Values and Behavioural competencies: Adheres to Waitemata District Health Boards 4 Organisational

Values of:

Every single person matters, whether a patient / client, family member or a staff member

We see our work in health as a vocation and more than a job. We are aware of the suffering of these entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families.

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

PERSON SPECIFICATION

POSITION TITLE: Clinical Nurse Specialist - Hypertension and Kidney Live Donor, Renal Service

| Education and Qualifications | • RCpN, RGON, BHSC  
| • Current APC as Registered Nurse  
| • Post Graduate Certificate/ Diploma in specialty nursing practice 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 practice in the specialty  
| Achieved RN Level 4 or equivalent in specialty with current portfolio  
| Reputation for excellence in specialty 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  

Revised: June 2014. Approved by: Director of Nursing & Midwifery

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Renal Service

Position Description

Recruitment → Orientation Preceptor → Job Planning

Development Plan → Learning Programme

→ Coaching & Mentorship

→ Professional & Peer Forums

→ Career Planning