**Clinical Nurse Specialist – Adult & Paediatrics, Emergency Department, Northshore & Waitakere Hospitals**

**Position Description**

Date: 2014

**Job Title**: Clinical Nurse Specialist- Adult and Paediatric Nursing, Emergency Department

**Department**: Emergency Departments

**Location**: North Shore and Waitakere Hospitals, Medicine and Health of Older People Division

**Reports to [Line]**:

- Clinical Director of Emergency Medicine and Operations Manager for collaborative achievement of service strategic plan and performance
- ED Charge Nurse Manager [NSH or WTH] for performance objectives and contribution at senior nurse level and Head of Division Nursing for the safety of professional practice performance to the highest standard

**Direct Reports**: None

**Functional Relationships with**

- **Internal**
  - Emergency Medicine Specialist – CNS Education
  - Medical – ED, other
  - Nursing – ED, CNS, Other
  - Allied Health – Pharmacy, Social Worker, Dieticians
  - Operations Manager
  - Quality team
- **External**
  - Patients, family/whanau
  - Community groups
  - General Practice
  - DHBs, PHOs
  - ENCAP
  - Paediatrics CNS

**Purpose**: Advanced practice nursing role that focuses on care delivery for adults and paediatric patients presenting to the Emergency Department. Care assumed according to the CNS level of practice, specialty competencies described in the credentialing document, standing orders and delegated authority.
**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 to generic RN competencies and those described for specialty and in credentialing documents.
- Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards.

**Professional Leadership and Expertise**

- Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk
- 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
- 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**

- 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. 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 staff in the management of a defined patient group/area of specialty practice.
- Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills
- Works closely and completes delegated work from the Nurse Practitioner
- Provides range of Clinical Activity Sessions

**Education and Clinical teaching**

- Provides patient education to the patient group to improve patient outcomes and gain participation with their treatment
- Supports other staff in the management of a defined patient group/areas of specialty practice
- 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
- Role models advanced therapeutic communication, engages patient and family in care planning for self-care, improving knowledge of disease/illness, self-management, prevention of...
Clinical Nurse Specialist – Adult & Paediatrics,
Emergency Department, Northshore & Waitakere Hospitals

**KEY ACCOUNTABILITIES**

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<tr>
<th>Domain Four</th>
<th>Interprofessional healthcare and quality improvement to deliver organisational objectives</th>
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<td>Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team</td>
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### 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

**VERIFICATION:**

Employee: ____________________________ Date: __________________

Manager: ____________________________ Date: __________________

*Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.*
Clinical Nurse Specialist – Adult & Paediatrics, Emergency Department, Northshore & Waitakere Hospitals

Position Description

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

Specific Key Responsibilities/KPIS relevant to specialty role in ED

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<tr>
<th>Assessment and management of patients presenting acutely to Emergency Department according to care pathways</th>
<th>Initiates assessment and treatments according to bundles of care/pathways, liaising with medical team</th>
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<tr>
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<td>Initiates ordering of diagnostic tests in order to reach differential diagnosis according to best practice guidelines and evaluates outcomes</td>
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<td>Implements agreed care plan and treatments, using standing orders/protocols managing care to discharge/transfer</td>
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<td>Competent practice in complex wound assessments, suturing</td>
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<td>Manages practice and initiates changes to reduce barriers to discharge and self care</td>
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<td>Follows up care outcomes in liaison with specialist services and general practice to reduce readmission</td>
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Leads the nursing response in clinical emergency situations

Initiates care collaboratively with medical staff, supporting rescue and stabilization activity

Helps to provide support for resuscitation and triage

Provides range of Clinical Activity Sessions

Leads service delivery in clinics in the emergency department # of 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

Values and Behavioural competencies: Adheres to Waitemata District Health Boards 4 Organisational Values of:

- **Everyone matters**, whether a patient / client, family member or a staff member
- **With compassion**, we see our work in health as a vocation and more than a job. We are aware of the suffering of those 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.
- **Connected**, 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.
- **Better, best, brilliant**, we seek continuous improvement in everything we do. We will become the national leader in health care delivery.

Clinical Nurse Specialist Position Description Revised: June 2014. Approved by: Director of Nursing & Midwifery
## PERSON SPECIFICATION

### POSITION TITLE:
Clinical Nurse Specialist - Adult and Paediatrics, Emergency Department

| 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  

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### Additional Information

- Recruitment
- Orientation/Preceptor
- Job Planning
- Performance Review KPIs
- Development Plan
- Learning Programme
- Coaching & Mentorship
- Professional & Peer Forums
- Career Planning