Clinical Nurse Specialist – Orthopaedic Trauma

Position Description

Date: May 2017

Job Title: Clinical Nurse Specialist – Orthopaedic Trauma
Department: Orthopaedic Service
Location: North Shore Hospital and Waitakere Hospital sites

Reporting To:
- Operations Manager, Orthopaedic Service - for meeting performance objectives as regards clinical service delivery, and service improvement for Operations & Performance Objectives
- Clinical Director of Orthopaedic Service - for collaborative achievement of service strategic plan and performance
- Head of Division - Nursing, Surgery for the safety of professional practice performance to the highest standard possible

Functional Relationships with:
- Internal
  - Operations Manager
  - Head of Division – Nursing, Surgery
  - SAS Senior Nurses
  - Orthopaedic Senior Medical Officers
  - Orthopaedic Registered Medical Officers
  - Booking & Scheduling Team
  - ED/ADU administration & management teams
- Theatre nursing, administration and management teams
- Emergency Department nursing, administration and management teams
- Medical, Nursing & Midwifery Students
- WDHB CNS Group
- External
  - Patients and families
  - Primary Care Providers
  - Other Agencies involved in Trauma service

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘best 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 the role: To work closely with all members of the multidisciplinary team to ensure that orthopaedic trauma patients receive seamless quality care with in hospital. Provide nursing leadership within the service in order to ensure patient treatment and care planning is comprehensively coordinated and informed by specialist knowledge utilizing a case management model that best meets the need of the service and the patient.

This includes:
- Ensuring the most effective of use of resources for the individual person
- Identification of and monitoring through episodes of care
- Preventing unnecessary hospitalisations

### KEY ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
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<tbody>
<tr>
<td>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</td>
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<table>
<thead>
<tr>
<th>Professional Leadership and Expertise</th>
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<tr>
<td>Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies and those described for specialty and in credentialing documents.</td>
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<tr>
<td>Perceived as highly effective, progressive and knowledgeable in Orthopaedic Trauma according to legal, ethical, cultural safety/ sensitivity and professional standards.</td>
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<tr>
<td>Applies critical reasoning and professional judgement to nursing practice issues and decisions for all patients and uses this advanced knowledge to effect equity of health outcomes for all</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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</table>
# Clinical Nurse Specialist – Orthopaedic Trauma

## Position Description

### KEY ACCOUNTABILITIES

- 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

- Maintains own clinical competence through direct care delivery
- Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio
- Participates in interdisciplinary case review processes and clinical supervision
- Actively participates in professional nursing groups, maintaining effective local, regional, national and international networks.
- Attends educational opportunities and conferences.
- Utilises Information Technology
- Know how to access and use available clinical information systems
- Is conversant with applications required for your specific discipline/role. For example, PIMS, Concerto, Outlook, etc
- Maintaining own professional development by attending relevant IT educational programmes.

### 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*

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<thead>
<tr>
<th>Clinical Care/Care Coordination</th>
<th>Assesment and management of patient journey from inception to delivery</th>
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<td>Coordinates the care of complex trauma patients within a case management model</td>
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<td>Provides clinical expertise in the planning and delivery of patient care within the service</td>
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<td>Determine the need for interdisciplinary referral and coordinate relevant appointments</td>
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<td>Ensure relevant investigations and referrals are executed as per agreed protocols within the Orthopaedic Service. Triage to the appropriate person, ensuring that the results of investigations and referrals are available the Orthopaedic team and broader multidisciplinary team as per agreed protocols and readily accessible on the day of appointment or surgery</td>
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<td>In consultation with the orthopaedic service develop protocols for the entire patient journey</td>
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<td>In conjunction with the patient and family initiate discharge planning process and liaise and consult with all disciplines regarding the patient care management plan, ensuring seamless communication</td>
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<td>Liaise with the multidisciplinary services of the provision of services and ambulatory supports required by the patient</td>
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<td>Identify and initiate remedial action in consultation in consultation with the Clinical Director to system impediments that negatively impact on a patient’s progress and communicate issues appropriately</td>
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<td>Identify patients with potential on-going health needs and facilitate appropriate referrals as required</td>
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**Clinical Nurse Specialist – Orthopaedic Trauma**

**Position Description**

| Education and clinical teaching | • Continues to update and produce new and appropriate education materials for staff.  
• Provides education and support to nursing staff within WDHB including primary care  
• Develops and maintain links with the relevant community services.  
• Provides an advisory role and provides direct patient education 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. |
| --- | --- |

**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 complications and promotion of recovery
- Progressively make contributions to the multidisciplinary team by taking on responsibilities, roles and functions within the team
- Establishes a positive partnership/relationship with the client
- Practices nursing in a negotiated partnership with the client
- Acts as an advocate to promote client needs and rights
- Help the patient/client understand the treatment and care plan
- Leads conversations with patients and families about advance care plans
- Coaches and debriefs with clinical teams regarding situations where patient deterioration or management requires case review
- Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate client care and education

**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
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Position Description

Statutory & Treaty of Waitangi obligations

- Ensures the professional and political integrity of WDHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
- Shows sensitivity to cultural complexity in the workforce and patient population

To recognise individual responsibility for workplace Health & Safety under the Health and Safety at Work Act 2015

Contribute to a safe and healthy workplace at WDHB by:

All Employees
- Following & complying with H&S policies & processes & applying them to their own work activities, including using/wearing Personal Protective Equipment as required.
- Participating in activities directed at preventing harm & promoting well-being in the workplace
- Identifying, reporting & self-managing hazards where appropriate
- Early and accurate reporting of incidents at work and raising issues of concern when identified.

VERIFICATION:

Employee: ______________________________
Department Head: ___________________________ Date: _________________
## PERSON SPECIFICATION

### POSITION TITLE:
Clinical Nurse Specialist – Orthopaedic Trauma

### Qualification
- Registered Nurse [RCpN, RGON, BHSC] with current annual practicing certificate
- Post Graduate Certificate in Specialty Nursing, preferably Orthopaedic Nursing, Advanced Physical Assessment, History Taking and Pharmacology
- Current ACLS certification

### Experience
- At least five years post registration practice in Acute and Elective Orthopaedic Nursing
- 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
- Plastering experience and knowledge
- Clinical professional leadership
- Understanding of Pharmacology and interpretation of diagnostic tests.
- Experience in management and co-ordination of a clinical service
- Confident multidisciplinary leader and teacher
- Project management and quality improvement processes
- Demonstrated confidence in quality improvement to improve service delivery

### Personal Attributes

1. **Personal Attributes**
   - Positive and enthusiastic
   - Possesses a good sense of humour
   - Strong and self-reliant
   - Calm and mature
   - Consistent
   - Realistic
   - Some awareness of the Health and Safety impacts on an organisation
   - Seeks advice and guidance from colleagues and other disciplines as required
   - Self-directed and motivated

2. **Teamwork**
   - Sensitive and constructive to others
   - Seeks out opportunities to support others in achieving goals
   - Effectively shares information with colleagues
   - Inclusive of colleagues
   - Resilience, flexible and willing to work across a range of clinical settings

3. **Self-Management**
   - Recognises and respects individual differences
   - Develops positive working relationships with staff and managers
   - Identifies and seeks to meet their needs.
   - Treats them as first priority
   - Upholds confidentiality, behaves with integrity and discretion
   - Positive professionally mature
4. Communication skills
- Very strong written and verbal communication skills
- Excellent communicator – clear and complete at all times
- Sets high standards and strives to achieve challenging goals
- Displays drive and energy and persists in overcoming obstacles
- Acts as a good health and safety role model to others
- Acts in a positive manner
- Copes well under pressure, is resilient to change and understands personal limitations
- Is proactive and displays initiative
- Is able to communicate effectively on the phone and via computer and face to face with a variety of people
- Is able to communicate without engendering conflict

5. Learning
- Makes effective decisions within appropriate timeframes and levels of responsibility
- Knows when to ask for help