Clinical Nurse Specialist – Infection Prevention & Control

Position Description

Date : June 2015

Job Title : Clinical Nurse

Department : Infection Prevention and Control

Location : North Shore, Waitakere & community sites

Reporting To : 1. Team leader / operations manager for operational management.
               2. Director of Infection Prevention and Control for professional leadership, practice standards and skilled direction of the professional workforce

Direct Reports : None

Functional Relationships with:

   Internal
   • Infection Prevention & Control Team
   • Nurse Practitioners, CNMs, Nurse Educators and Clinical Nurse Specialists
   • Senior Nursing Staff WDHB
   • District Nursing staff
   • Allied Health team
   • WDHB Quality team
   • Operational Manager – Support Services and staff
   • Laboratory staff
   • Duty Nurse Managers
   • Operations Managers
   • General Managers
   • Clinical Directors
   • HODs Nursing and Medical

   External
   • Consumers and their significant others
   • General Practitioners/Practice Nurses, Hospices
   • PHO’s and other government and non-government organizations and providers
   • IPC colleagues in other DHBs
   • Schools of Nursing tutors
   • HealthAlliance
   • Human Resources
   • Recruitment
   • Procurement

Committee Groups
IPC Executive Committee

Purpose of the role
Provides specialist nursing care and expertise in direct care delivery in the prevention and control of infections; development of pathways, protocol and guidelines in the area of Infection Prevention and Control; and provide team leadership for Infection Prevention and Control nursing and quality improvement team activity.
Waitemata 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.
### 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 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
- Promotes a quality practice environment that supports the health professional’s ability to provide safe, effective and ethical practice
- Role models expectations and reinforces systems and processes to ensure clinical standards and DHB values are evident in service delivery. Policies, procedures and guidelines are accessible for staff reference.
- Clearly communicates clinical standards and behavioural expectations for all staff providing care and holds the clinical team accountable for meeting these expectations.
- 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 practice**

- Participates in interdisciplinary case review processes and clinical supervision
- Self-directed in achieving learning and development plan, including PDRP responsibilities
- Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.
# Clinical Nurse Specialist – Infection Prevention & Control

## Position Description

### 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*

<table>
<thead>
<tr>
<th>Clinical Care/Care Coordination</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Confidently leads surveillance and management critical data e.g. surveillance and research; recommendation, development and review of policies and procedures; Interrupt transmission of infectious diseases i.e. timely and effective outbreak management; educate healthcare workers, patients and visitors</td>
<td></td>
</tr>
<tr>
<td>• Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills</td>
<td></td>
</tr>
<tr>
<td>• Works closely and completes the work programme</td>
<td></td>
</tr>
<tr>
<td>• Provides range of Clinical Activity Sessions</td>
<td></td>
</tr>
<tr>
<td>• Actively participates in the Infection Prevention and Control programme priorities are documented annually and formally reviewed. Participates actively in development of the Infection Prevention and Control programme and consults on with key people in each service, taking into account relevant risk assessments, monitoring, surveillance data, trends and relevant strategies.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Education and clinical teaching</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Provides patient education to the patient group to improve patient outcomes and gain participation with their treatment</td>
<td></td>
</tr>
<tr>
<td>• Leads the Infection Prevention and Control ward/unit champions learning programme and audits</td>
<td></td>
</tr>
<tr>
<td>• Supports other staff in the management of the defined patient group/areas of specialty practice</td>
<td></td>
</tr>
<tr>
<td>• 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</td>
<td></td>
</tr>
</tbody>
</table>

### 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 |  |
| • Positive and constructive relationships with key stakeholders are established and maintained especially |  |
## 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
- Includes teaching – nursing and medical education; clinical governance activities including audit and research; Administration – organisational requirement; contribution to service planning and policy development; professional development  
- Provides advice to primary care and other agencies where DHB patients are referred or provided with ongoing care

### 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  
- Participates actively and presents analysis and reports to the Infection Prevention & Control Executive.  
- Contributes to the Infection Prevention and Control Executive risk register.

### 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: | ____________________________ |
| Manager:  | ____________________________ | Date: | ______________________ |

---

Clinical Nurse Specialist Position Description  
Revised: July 2015. Approved by: Director of Nursing & Midwifery  
Page 5
Clinical Nurse Specialist – Infection Prevention & Control

Position Description

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

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

The Clinical Nurse Specialist applies 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. The Clinical Nurse Specialist will provide expert clinical advice that will influence the practice of Infection Prevention and Control.

The purpose is to provide specialist nursing care and expertise in direct care delivery in the prevention and control of infections. Contributing to the development of pathways, protocol and guidelines in the area of Infection Prevention and Control.

Provide team leadership for Infection Prevention and Control nursing and quality improvement team working across hospital sites i.e. North Shore Hospital, Waitakere Hospital, Wilson Centre, Slark Hyperbaric Unit, Mason Centre etc

Specific Key Responsibilities/KPIS relevant to specialty role

| Leadership | • Ensure compliance with IP&C policies monitored and updates communicated effectively
| | • Act as a named Infection Control nurse and utilize expertise proactively to support that part of the organisation.
| | • Completes regular audit and presents findings in formal reports with good analysis and statistical accuracy.
| | • Capable of confident debate on infection control issues.
| Surveillance | • Develops reports and policies for the surveillance of infection that are evidence-based and contemporary
| | • Achieve project outcomes achieved in portfolio area
| Management of Outbreaks | • Initiates appropriate actions in the event of an outbreak
| | • Communicates effectively to ensure that all parties are informed and able to act appropriately
| | • Ensures patient and families are satisfied with explanations and information provided.
| Education | • Assists with the education and support of staff
| | • Presents in an interesting and pragmatic way in-service education sessions
| | • Works proactively with teams where practice is identified as needing attention.
PERSON SPECIFICATION

POSITION TITLE: Clinical Nurse Specialist - Infection Prevention and Control

Education and Qualifications
- RCpN, RGON, BHSC
- Current APC as Registered Nurse in New Zealand
- Graduate Certificate and Diploma in Infection Prevention and Control
- Post Graduate Diploma in specialty nursing practice essential.
- Studying towards completion of Masters in Infection Prevention and Control

Experience
At least five years post registration practice in specialty practice of Infection Prevention and Control
Preferably has worked as senior nurse in infection prevention and control
Current portfolio at minimum RN Level 4
Reputation for excellence in specialty practice

Skills/Knowledge/Behaviour
- Advanced clinical practice and infection prevention and control knowledge
- Demonstrated operational management/care coordination skills
- Clinical professional leadership
- Interdisciplinary Practice model
- Project management and quality improvement processes
- Demonstrated confidence in quality improvement to improve service delivery
- Experience in surveillance and management critical data e.g. surveillance and research; recommendation, development and review of policies and procedures;
- Interrupt transmission of infectious diseases i.e. timely and effective outbreak management; educate healthcare workers, patients and visitors

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, presentation skills
- Self-directed and motivated
- Strong teamwork reputation
- Resilience
- Positive professionally mature
- Able to influence without conflict
- Culturally safe practice