Clinical Nurse Specialist – Dermatology

Position Description

Date: 2014

Job Title: Clinical Nurse Specialist - Dermatology

Department: Dermatology 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 Dermatology 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:
- Internal
  - Clinical Lead - Dermatology
  - Medical – Dermatology, Skin lesion specialists, other
  - Nursing – CNS other services
  - Allied Health – Pharmacy, Social Worker, Dieticians, Physiotherapy, Occupational Therapy
  - Radiology
  - Quality team
- External
  - Patients, family/whanau
  - Community groups
  - General Practice
  - DHBs, PHOs
  - The University of Auckland/AUT

Purpose:
Advanced practice nursing role that focuses on care delivery for patients with dermatological diseases.
Advanced practice nursing that focuses on assessment and management of patients referred to the Dermatology Service. Care assumed according to the CNS level of practice and delegated authority.
Our 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.
# Clinical Nurse Specialist – Dermatology

## Position Description

### 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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</table>

- 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.

<table>
<thead>
<tr>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
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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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- 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

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<th>Domain Three</th>
<th>Interpersonal relationships and enhancing the patient experience</th>
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<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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- 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
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

VERIFICATION:
Employee: ______________________________
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 – Dermatology

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

Patients presenting to the Dermatology Service at Waitemata DHB

Dermatology
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 Dermatology services
Close working relationship with Dermatologists
Engaged with CNS in specialty, across Waitemata DHB, regionally and nationally

Care management of patients presenting to the Dermatology 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 patients referred to Dermatology Service according to care pathways | Initiates assessment and treatments according to bundles of care/pathways, liaising with medical team
| Initiates ordering of diagnostic tests in order to reach differential diagnosis according to best practice guidelines and evaluates outcomes
| Implements agreed care plan and treatments, using standing orders /protocols managing care to discharge/ transfer
| Manages practice and initiates changes to reduce barriers to discharge and self care
| Follows up care outcomes in liaison with specialist services and general practice to reduce readmission |

| Assessment and management of patients commencing and continuing on dermatology therapies | Provides information, assessment and education and arranges ongoing evaluation of people commencing and continuing on biologic therapies and other dermatology therapies. |

| 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 Dermatology Service
| Case manages patients through the episode of care, coordinating input from the multidisciplinary team
| Actively contributes to team meetings, debriefing and case review.
| Case manages complex dermatology patients coordinating input from the multidisciplinary team |

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 - Dermatology**

| Education and Qualifications | • RCpN, RGON, BHSC  
| • Current APC as Registered Nurse  
| • Post Graduate 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 (dermatology) |
| 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  
• Recognised phototherapy course  
• Recognised leg ulcer or tissue viability course |
| 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 |