Clinical Nurse Specialist Cardiac Rehabilitation

Position Description

Date: June 2017

Job Title : Clinical Nurse Specialist Cardiac Rehabilitation [0.4]

Department : Cardiology

Location : North Shore and Waitakere sites

Reporting To : Cardiology Operations Manager for meeting performance objectives and collaborative achievement of service strategic plan

Clinical Nurse Director for the safety of professional practice performance to the highest standard possible.

Direct Reports : None

Functional Relationships with

**Internal**
- Cardiologists
- HODN MedHops
- Director of Nursing
- Cardiology Nurse Practitioner and Clinical Specialists
- Other Clinical Nurse Specialists
- Nursing staff
- Medical staff
- Cardiac Rehabilitation Health Psychologist
- Allied Health Staff
- Scheduling staff
- Charge Nurse Managers

**External**
- Patients and family/whanau and carers
- Primary care, PHOs,
- GPs and practice nurses
- Community nursing
- Heart Foundation
- Ministry of Health

**Committees/ Groups**
- CRANZ
- Volunteers and related support groups

Our 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.
Clinical Nurse Specialist Cardiac Rehabilitation

Position Description

Purpose of this role

To support the care and management of patients who have had a cardiac event from the time of referral - including procedural interventions, case management follow-up and improvement after admission for a cardiac event through education in self-management strategies.

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
- Provides advanced practice specialist nursing care in direct care delivery, both at the bedside prior to discharge and following discharge, contributing to the development of integrated service delivery across the continuum of care. Involves one to one patient management and impact on practices/processes of care on populations of patients at local and system level
- Actively assists patients with coronary heart disease, and specifically those following an acute coronary syndrome (acute myocardial infarction/unstable angina) and following coronary bypass surgery and angioplasty
- Maintain and develop clinical expertise in management of cardiac disease and demonstrate this in practice.
- 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
- Acts as a resource person for cardiac rehabilitation nursing, medical and other health professionals

**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/current portfolio
- Actively participates in professional nursing groups, maintain effective local, regional, national and international networks. Attends educational opportunities and conferences.
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<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
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| **Clinical Care/Care Coordination** | • Provides consistent best practice treatment education for patients prior to discharge, and following discharge by phone, and in leading the cardiac rehabilitation clinics at North Shore and Waitakere Hospitals. For patients who are unable to attend class, a comprehensive cardiac assessment and education is completed over the phone and education is provided.  
• Monitors outcome of care and takes appropriate action through use of protocols.  
• Uses advanced skills to assess, plan, implement and evaluate patients/ clients/ family/ whanau needs. Includes assisting with interventions and nurse led clinics.  
• Provides structured patient and family education sessions aimed at increasing understanding of the disease process, risk factors, treatment, and nutrition empowering patients to make lifelong changes  
• Works co-operatively with medical and cardiac physiology staff in follow-up of patients  
• Ensures that patients requiring ongoing care are referred appropriately in a timely and thorough manner using the referral pathway.  
• Undertakes case management for patients with complex needs.  
• Models culturally appropriate and safe practice in the nursing workforce and assists in initiatives developed to reduce inequalities  
• Identifies/removes barriers to appointments. Explains/manages variance to clinical pathway and monitors timelines utilising data collection tools.  
• Co-ordinates/attends interdisciplinary clinical team meetings  
• Provides specialist nursing care and expertise both in direct care delivery, and in support to other staff, in the management of people with heart disease. |
| **Education and clinical teaching** | • Participates with other nurse specialists and educators to address learning needs across the WDHB in long term condition related health issues. This includes input at study days and one on one teaching at the bed side.  
• Presents sessions to WDHB community groups, and primary care providers on cardiac rehabilitation  
• Facilitates the development of staff competence appropriate for WDHB and Cardiac Rehabilitation  
• Presents sessions to WDHB cardiac nurses completing the cardiac modular programme and participates in other WDHB medical and nursing study days.  
• Presents sessions to outpatients as requested  
• Role models through direct clinical practice and coaching own expertise in Cardiac rehabilitation. Provides expert advice and best practice recommendations to support nursing practice with staff so that they emulate best practice.  
• Provides patient education to patient and family/whanau 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. 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  
- Provides support to health professionals, leading the care of patients requiring specialized support  
- 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  
- In conjunction with other health professionals, to assist in the development of a comprehensive plan of nursing care for individual patients including preparation for discharge home and on-going care.  
- Able to offer and provide specialist advice through listening and counseling skills  
- To act as an ambassador for the DHB in professional and public settings to enhance public relations with all agencies  
- Demonstrates effective interpersonal skills and commitment to patient and family centered care  
- Provides expert advice and best practice recommendations to staff across the Waitemata DHB in specialty  
- Acts as a clinical resource for clinical staff

### 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*

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<th>Supports Professional Activity</th>
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| 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  
| Collates information regarding patient outcomes and presents this formally to the clinical team for review. Documentation of caseload and outcome statistics is reviewed.  
| Works collaboratively with the medical, health psychologist and physiology teams to achieve effective teamwork and positive relationships. Addresses issues with them so that they receive advice and recommendations constructively.  
| Critiques and uses national/international research findings. Fosters inquiry, critical thinking and research skill acquisition among the nursing workforce to advance nursing practise and patient care.  
| Works in collaboration with senior nursing team and multidisciplinary team to monitor standards and clinical practice and presents issues to the clinical management team.  
| Fosters the implementation of WDHB goals and values. Promotes WDHB as a centre of excellence of nursing practice.  
| Actively participates in professional leadership with the senior cardiology nursing team with clear expectations of client outcomes and standards expected. |
## Clinical Nurse Specialist Cardiac Rehabilitation

**Position Description**

| Quality Improvement: Guideline and policy development | • Team Relationships  
| • Quality Improvement  
| • Contribution to the team and clinical work setting. Contributes to continuous quality improvement in the workplace: undertakes audits, makes clear recommendations for improvement using PDCA cycle. Quality indicators are monitored and remedial action taken. Reports are well presented and demonstrate appropriate follow-up of target groups and secondary referrals.  
| • Identifies and manages areas of non-compliance with standards and procedures for cardiac rehabilitation and heart failure practice.  
| • Addresses risk and privacy requirements. Risks are identified and remedial action taken to address issues in a prompt manner.  
| • Maintains knowledge of / updates / develops WDHB policies/ procedures and resources in clinical area.  
| • Contributes professionally to multidisciplinary clinical discussion and decision as appropriate, including formal case review  
| • Identifies barriers for patient/client’s and initiates clinical audit, policy review and change processes to ensure patient, family or whanau satisfaction  
| • 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 |

| 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.  
| • Participates in clinical audits and Cardiac Rehabilitation Team Quality program. |

| Research & Audit; Evidence based practice | • Participates in nursing practice research in cardiology nursing and presents findings in articles and conference papers.  
| • Researches, evaluates, develops and implements standards of nursing practice in the Cardiac Rehabilitation 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 care. Supports other staff in the clinical management of patients  
| • Participates in the ongoing research trial for text cardiac rehabilitation, recruiting patients and managing the research process.  
| • Engages locally, regionally and nationally to promote cardiac care accessibility and best practice. Represents the Cardiac Rehabilitation care at meetings within the Auckland region and nationally as appropriate.  
| • Participates in the wider cardiac rehabilitation community, attending Northern regional Alliance meetings and meetings of the CSANZ arm of cardiac rehabilitation  
| • Keeps up-to-date with national guidelines/local policy development and change in relation to cardiac rehabilitation, and disseminates appropriately within Waitemata DHB.  
| • Confident use of technology. Is involved in, critiques and uses research findings in practice. |

| 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 |
Clinical Nurse Specialist Cardiac Rehabilitation

Position Description

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: ____________________________
Manager: ____________________________ Date: __________

Note: This job description forms part of an individual’s contract of employment and must be attached to that contract.
## PERSON SPECIFICATION

**POSITION TITLE:** Clinical Nurse Specialist - Cardiac Rehabilitation [0.4]

### Education and Qualifications
- Registered Nurse [RCPN, RGON, BHSC] with current annual practising certificate
- 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
- Train the Trainer or equivalent

### 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. Highly competent in dealing with complex clinical presentations of patients with chronic cardiac conditions.
- Highly proficient, technically competent in core nursing practices e.g. advanced assessment skills, sound clinical judgement, and application of treatment protocols
- Understanding of the patient care processes and can map a more efficient service
- Reputation for positive manner and ability to work with patients, nurses, allied health and medical staff in a collaborative way to achieve best patient outcomes

### Skills/Knowledge
- Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge
- Specialist knowledge in the management of people with heart disease
- Understanding of Pharmacology and interpretation of diagnostic tests
- Confident teacher: Experience in multi-disciplinary clinical teaching. Ability to effectively share clinical knowledge with others, both one-to-one and group learning within the clinical area.
- Clinical professional leadership
- Competent computer skills for data management and clinical care management
- Proven skills in researching, accessing and synthesizing information and ability to produce reports. Research skills including data analysis and critical appraisal skills and clinical audit
- Ability to effectively share clinical knowledge with others
- Seeks guidance and advice from medical associates when necessary
- Committed to continuous quality improvements and policy requirements for WDHB
- Experience in multi-disciplinary clinical teaching. Able to share clinical knowledge with others, both one-to-one and group learning within the clinical area.
- Understands the importance of good relationships in ensuring continuity of care: hospital and community care

### 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
Clinical Nurse Specialist Cardiac Rehabilitation

Position Description

- 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