Date: August 2016

Job Title: Hypertension & Dialysis Access Coordination

Department: Renal Service, Medicine and Health of Older People

Location: North Shore Hospital / Waitakere Hospital & associated renal sites

Reporting To:
- Team Leader – CNS & Home Therapies for performance objectives and contribution at senior nurse level
- Clinical Director of Renal Service for collaborative achievement of service strategic plan and performance
- Clinical Nurse Director (community & specialty practice) for achievement of quality standards (patient safety, effectiveness and patient experience) maintenance of advanced practice, professional practice standards, the development of professional practice and the development of the professional workforce.

Direct Reports: None

Functional Relationships:
- Internal
  - Clinical Lead - Hypertension
  - Clinical Lead - Transplantation
  - Medical – Renal, other
  - Nursing – Renal, CNS, CNE, Other
  - Allied Health- Haemodialysis
  - Technical Educator, Haemodialysis
  - Technicians
  - Allied Health – Pharmacy, Social Worker, Dieticians
  - Quality team
  - Other CNS
  - Nursing Development Service

- External
  - Consumers, consumer advocates and families
  - General practice
  - Health and social support agencies
  - Other DHB’s, PHOs
  - Professional bodies and associations
  - Auckland District Kidney Society (ADKS)
  - The University of Auckland/AUT

**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 – Hypertension & Dialysis Access Coordination

Position Description

Purpose of the role

Specialist nursing care and expertise in direct care delivery for the management of the renal patient population. Advanced practice role, working within clinical pathway/guidelines/protocols and standing orders for patient groups providing innovative, evidence based nurse-led solutions to meet patient demand for hypertension and dialysis access coordination

1. To provide direct specialist care management of patients with difficult to control, resistant or secondary hypertension
2. To manage, develop and co-ordinate the renal dialysis access process, ensuring a seamless patient pathway for patients with chronic and end stage renal disease

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, 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
- Actively assists in care coordination of renal patients with complex issues.
- Problem solves and offers guidance to staff.
- Maintains and develops clinical expertise in hypertension and renal management and demonstrate this in practice.
- Acts as a resource person for nursing, medical and other health professionals
- 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

**Professional Development of specialty**
- 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.

**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>Assessment and management of people with hypertension referred to the Renal Service according to care pathways.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Initiates assessment and treatments according to bundles of care/pathways, liaising with the renal team</td>
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<tr>
<td></td>
<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></td>
<td>• Implements agreed care plan and treatments, using standing orders /protocols managing care to discharge/ transfer</td>
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<td></td>
<td>• Manages practice and initiates changes to reduce barriers to discharge and self-care</td>
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<tr>
<td></td>
<td>• Follows up care outcomes in liaison with specialist services including but not limited to radiology and endocrine surgery, and general practice to reduce readmission</td>
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<tr>
<td></td>
<td>• Leads service delivery in nurse led clinics and education in the Renal Hypertension service</td>
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<tr>
<td></td>
<td>• Arranges ambulatory blood pressure monitoring.</td>
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</table>

**Assessment and management patients requiring vascular access:**
- Responsible for the coordination of the vascular access surgical waiting list, scheduling of vein mapping and interventional procedures, and on-going surveillance of all vascular access. This involves strong collaboration with the Vascular Surgeons and team at ADHB.
- Responsible for liaison with the CNS Renal to facilitate the coordination of the Peritoneal Dialysis catheter surgical procedures.
- Work closely with CNS Renal to determine priority lists for elective Tunneled Line insertion procedures
- Coordinates the care of patients’ accesses in the pre-dialysis phase and during their dialysis treatment.
- Provides a communication pathway between nephrology and vascular teams and the nephrology and General Surgery teams.
- Oversees pre dialysis access coordination & dialysis access surveillance
## Clinical Nurse Specialist – Hypertension & Dialysis Access Coordination

### Position Description

- Educates patients regarding all types of dialysis access available, both the positive and negative aspects of each choice, so the patient can make an informed decision in consultation with the surgeon and nephrologist. Pre-dialysis education also involves discussion of the surgical pathway, post-operative care, care of the dialysis access when the patient returns home, and surgical, access coordinator follow-up timeframes post creation/insertion.
- Leads the nursing response in clinical care
- Initiates care collaboratively with medical and multidisciplinary staff.
- Case manages patients through the episode of care, coordinating input from the multidisciplinary team
- 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
- Work closely with the staff in the chronic kidney disease and dialysis areas to provide assessment and planning for the management of dialysis access and ongoing staff education.

### Education

- Provides patient education to the patient group to improve patient outcomes and gain adherence with their treatment
- Able to trouble shoot and act as a resource person with issues relating to the care of patients with complications and complex needs. Supports other staff in the management of renal patients
- Models expert skills within the clinical practice area, leading case review, educating staff and patients/family using appropriate teaching tools and resources.
- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whenau within specialty scope of practice, demonstrating skilled mentoring/coaching, teaching and supervision. Demonstrates skilled mentoring / coaching, teaching and supervision of nursing staff and other health professionals.
- Participates in case review and debriefing activities as required.
- Actively contributes to team/clinical meetings.
- Proactive in supporting staff to develop confidence in the management of patients with hypertension and the complications of the renal disease process.
- To provide expert nursing advice when required to other departments and assist with nurse-led clinics
- Provides expert advice and best practice recommendations to staff across the WDHB in specialty
- Provides resource, direction, education and coaching for nursing staff involved in the provision of specific nursing care for patients
- Work with other services/health providers to enhance the skill and knowledge of nurses caring for people across the hospital-community interface
### Domain Three  Interpersonal relationships and enhancing the patient experience

In this domain, the position description highlights the need for strong interpersonal skills and commitment to patient and family-centered care. The following points outline key responsibilities:

- Close working relationship with Nephrologists
- Demonstrates effective interpersonal skills and commitment to patient and family-centered care
- Ensures cultural beliefs, practices, and support of individuals, their family, and carers is central to all interventions
- Engaged with CNSs in specialty, across WDHB, regionally and nationally
- 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

This domain focuses on evaluating the effectiveness of care and promoting the nursing perspective within the health care team. Key activities include:

- 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:**

- Care management of hypertension
- Renal patients requiring vascular access
- Renal patients requiring peritoneal dialysis access
- Formally presents caseload statistics
- Variance to clinical pathway explained/managed/monitored
- Leads the development/review of best practice pathways, protocols, and guidelines in the specific area of practice that are research-based. Change agent/leader

**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.
Clinical Nurse Specialist – Hypertension & Dialysis Access Coordination

Position Description

Workplace Health & Safety

- Recognizes 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.

VERIFICATON

Employee: ____________________________________
Manager: ____________________ Date: ______________

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

Behavioral Competencies

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<tr>
<th>Everyone Matters</th>
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<tbody>
<tr>
<td>Welcoming and friendly</td>
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<tr>
<td>Respect each individual</td>
</tr>
<tr>
<td>Listen and understand</td>
</tr>
<tr>
<td>Speak up for others</td>
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<table>
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<tr>
<th>With Compassion</th>
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<tbody>
<tr>
<td>Compassion for your suffering</td>
</tr>
<tr>
<td>Attentive and helpful</td>
</tr>
<tr>
<td>Protects your dignity</td>
</tr>
<tr>
<td>Reassuringly professional</td>
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<table>
<thead>
<tr>
<th>Connected</th>
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<tbody>
<tr>
<td>Communicate and keep people informed</td>
</tr>
<tr>
<td>Explain clearly</td>
</tr>
<tr>
<td>Teamwork with patients, whanau and colleagues</td>
</tr>
<tr>
<td>Give and receive feedback</td>
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<thead>
<tr>
<th>Better, Best, Brilliant</th>
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<tbody>
<tr>
<td>Positive we can make a difference</td>
</tr>
<tr>
<td>Improve services and ourselves</td>
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<tr>
<td>Safe practice</td>
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<tr>
<td>Efficient and organised</td>
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</tbody>
</table>
## PERSON SPECIFICATION

**POSITION TITLE:** Clinical Nurse Specialist - Hypertension & Vascular Access Coordination

### Education and Qualifications
- Registered Nurse (RGON, RCpN, RPN, BHSc) with current New Zealand annual practising certificate
- Post Graduate Diploma in acute medical/renal Nursing
- Working to achieve Masters in advanced nursing practice/health specialty related, includes prescribing

### Experience
- At least five years post registration practice in the renal specialty
- Achieved RN Level 4 or equivalent in specialty with current portfolio
- Reputation for excellence in specialty practice
- Demonstrated prior leadership ability within the health sector
- Experience of results based accountability and managing for outcomes
- Understanding of inequalities intervention frameworks
- Experience working with providers (education, General practice, NGO) and communities

### Skills, Knowledge & Behaviour
- Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge
- Knowledge and ability to provide direction for patients with long term conditions. Able to show clinical leadership in situations.
- Committed to person-centred care
- Ability to work with minimal direction and coordinate with the multi-disciplinary team to provide advanced assessment, and clinical reasoning skills in the care of people with renal disease
- Is aware of contemporary standards and has reputation of providing good nursing care. Demonstrated confident collaborative approach in team practice
- Demonstrated operational management/care coordination skills
- Clinical professional leadership
- Is able to make presentations to expert clinical audiences using technological resources available. Ability to effectively share clinical knowledge with others
- Project management and quality improvement processes
- Demonstrated confidence in quality improvement to improve service delivery

### Personal Attributes

<table>
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<tr>
<th>Leadership</th>
<th>Proactive attitude</th>
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<tbody>
<tr>
<td>People management</td>
<td>Excellent communicator</td>
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<td>Teamwork</td>
<td>Articulate, good presentation skills</td>
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<td>Cultural safety</td>
<td>Self–directed and motivated</td>
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<td>Self-management</td>
<td>Strong teamwork reputation, confident collaboration</td>
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<tr>
<td>Patient focused</td>
<td>Resilience</td>
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<tr>
<td>Communication / interpersonal skills</td>
<td>Positive professionally mature</td>
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<tr>
<td>Innovation</td>
<td>Able to influence without conflict, accepts constructive feedback</td>
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<tr>
<td>Flexibility</td>
<td>Culturally safe practice</td>
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<tr>
<td>Planning and monitoring</td>
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