Date: June 2017

Job Title: Clinical Nurse Specialist – Nutrition Support Team

Department: Specialty Medicine and Health of Older People

Location: North Shore Hospital

Reports to (Line): • Operations Manager Gastroenterology for performance objectives and contribution at senior nurse level
• Lead Clinician in Nutrition Support Team for collaborative achievement of service strategic plan and performance

Reports to (Professional): • Clinical Nurse Director Specialty Medicine and Health of Older People for the safety of professional practice performance to the highest standard

Direct Reports: None

Functional Relationships with

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
<th>Committees/Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endoscopy Unit</td>
<td>Primary options</td>
<td>CNS Group</td>
</tr>
<tr>
<td>Nutrition Services</td>
<td>District Nurses</td>
<td>Senior Nurses</td>
</tr>
<tr>
<td>Interventional Radiology</td>
<td>GPs</td>
<td>Venous Access Devices</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>New Zealand Intestinal Failure Service (NZIFs)</td>
<td>focus group (VAD)</td>
</tr>
<tr>
<td>SMO’s</td>
<td></td>
<td>Nutrition and Hydration Steering group</td>
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<tr>
<td>Other CNS</td>
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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 – Nutrition Support Team**

*Position Description*

**Purpose**: 
- Complete the professional profile of the Nutrition Support Team, along with physician, dietitian and pharmacist
- Advanced practice nursing role that focuses on care delivery for patients requiring specialised nutrition support (oral, enteral & parenteral)
- Provides assessment and care management of patients requiring specialised nutrition support
- Assessment & care management of patients with feeding tubes – including tube selection, method of insertion, troubleshooting & replacement
- To provide specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a patient's requiring nutrition support

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**KEY ACCOUNTABILITIES**

**Domain One  Professional responsibility**

<table>
<thead>
<tr>
<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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<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies</td>
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<tr>
<td>• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards.</td>
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</table>

**Professional Leadership and Expertise**

| • Performs daily rounds on patients requiring parenteral nutrition with the pharmacist and dietitian |
| • Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients requiring specialised nutrition support |
| • Provides advanced practice specialist nursing care in direct care delivery of specialised nutrition support (oral, enteral & parenteral), 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 |
| • Lead ward based Nutrition Champions in the promotion of nutrition health across Waitemata DHB – co-ordinate quarterly meeting/review and respond to nutrition & protected mealtimes audits |
| • Promote and embed practice of protected mealtimes |
| • Communicates care plans/rationale for interventions/expected outcomes clearly with other nursing staff |
| • 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 |
| • Ensure that action is taken where problems and safety issues are identified |

**Professional Development of specialty practice**

| • Actively participate in the promotion of nutrition health throughout the organisation, Nutrition & Hydration Steering group, Nutrition Services etc. |
| • Actively participates in professional nursing groups, maintain effective local, regional, national and international networks, and attends educational opportunities and conferences (NZIFS/AuSPEN/ESPEN). |
| • Participates in interdisciplinary case review processes and clinical supervision |
| • Self-directed in achieving learning and development plan, including PDRP responsibilities |
| • Development of policy, protocols, process documents etc. pertaining to specialised nutrition support |
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*

**Clinical Care/Care Coordination**
- Provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of patients requiring specialist nutrition support
- Co-ordinate & oversee the management of patients with type II & III Intestinal failure requiring Home Parenteral Nutrition (HPN)
- Participate in fortnightly Nutrition Support Clinic with dietitian & lead clinician
- Liaison with other health professionals involved in patients under the speciality care (gastroenterology/surgical/ICU etc.) to enhance clinical care & co-ordination
- Co-ordinate & oversee the management of patients requiring enteral feeding tubes (as required) – NG/NJ/PEG/RIG/Surgical Jejunostomy etc. including/patient education/informed consent/post procedure education/on-going management/timely safe discharge & removal etc.
- Point of contact/clinical expertise for patients and other clinicians pertaining to enteral feeding tubes for both inpatients & outpatients
- Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills
- Provides range of Clinical Activity Sessions [including independent nurse-led clinics: number of clinics, av. patients per clinic, location and/or Multidisciplinary clinics; Multidisciplinary ward rounds; Multidisciplinary case management discussions; Provision of direct care: rescue, recovery, ward attenders; Patient education; Home visits; Telephone consultations; Tele-health]

**Education and clinical teaching**
- Leads and co-ordinates the education & on-going care management of patients, family and Whanau requiring home parenteral nutrition - Education/organisation of PN & equipment/direct point of contact for patients, family & whanau/liaison with GP etc.
- Provides patient education to the patient group to improve patient outcomes and gain participation with their planned intervention
- Supports other staff requiring education in the management of patients requiring specialised nutrition support (e.g. New Grads/New to Acutes/House Officers/Community RNs)
- 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 nutrition support
- 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
## Clinical Nurse Specialist – Nutrition Support Team

### Position Description

**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

- Active participation in focus groups relating to the speciality of nutrition support – Nutrition & Hydration Steering group, Venous Access Devices focus group etc.
- 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
- 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 nutrition support 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

- Nutrition Support data recording/entry & audit
- Engage in Nutrition related research
- 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.

### 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:** __________________________

**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 – Nutrition Support Team

Position Description

Service description:

Include / describe specific detail: [NOTE: must be approved by the relevant nurse leader].

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 Nutrition Support Service at Waitemata DHB

Nutrition Support

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 Nutrition services

Close working relationship with Gastroenterologists, Pharmacists, Surgeons

Engaged with CNS in specialty, across Waitemata DHB, regionally and nationally

Care management of patients presenting to the Nutrition Support Service

Formally presents caseload statistics

Variance to clinical pathway explained/managed/monitored [data]

### Specific Key Responsibilities/KPIs relevant to specialty role

<table>
<thead>
<tr>
<th>Service description</th>
<th>Relevant Responsibilities/KPIs</th>
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</table>
| Assessment and management of patients referred to Nutrition Support 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 Enteral and TPN | Provides information, assessment and education and arranges ongoing evaluation of people commencing and continuing on nutrition 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 across all Services
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 patients coordinating input from the multidisciplinary team |
# Clinical Nurse Specialist – Nutrition Support Team

## Position Description

### PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>POSITION TITLE:</th>
<th>Clinical Nurse Specialist – Nutrition Support Team</th>
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### 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

### Experience

- At least five years post registration practice
- Achieved RN Level 4 or equivalent with current portfolio
- Experience in nutrition support OR gastroenterology OR surgical nursing
- Highly proficient, and technically competent in nursing practices that promote optimal nutritional health
- Competence in management of percutaneous feeding tubes
- Competence in management of central venous access devices
- Strong communication skills to effectively share clinical knowledge with others, teaching and guiding staff effectively
- Reputation for excellence in specialty practice

### Skills/Knowledge/Behaviour

- Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge
- Demonstrated operational management/care coordination skills
- Confident multidisciplinary teacher
- Patient and family focused/centered practice, that considers participation, partnership and protection as well as Te Whare Wha
- Evidence-based and confident in using contemporary research to inform practice
- Clinical professional leadership, confident decision making and advocacy for patient needs
- Strong teamwork reputation, motivated positive can-do attitude
- Project management and quality improvement skills
- 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

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Position Description: Clinical Nurse Specialist Nutrition Support Team. Approved by: Director of Nursing & Midwifery 6 June 2017
Clinical Nurse Specialist – Nutrition Support Team

Position Description

- 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

Clinical Nurse Specialist: Definition as per DHBNZ/NZNO
- Focus on care delivery for a defined group/Defined specialist are of practice
- Extended aspects & expanded role dependent on patients’ needs
- Skill or specialty care. Contributes to the development of pathways, protocols & guidelines in specific area of practice
- Independent within a specialty team, may run independent nurse led clinic or part of MDT clinics/ward rounds
- Specialist Care that may delegate medical responsibilities, diagnostics & implementation of treatment/protocols