Clinical Nurse Specialist – Ostomy Community

Position Description

Date: April 2016

Job Title: Clinical Nurse Specialist- Ostomy, Community

Department: District Nursing, Older Adults & Home Health

Location: North Shore

Reports to [Line]: Unit Manager Home Health, NASC & HPC CNS team

Reports to [Professional]: Clinical Nurse Director Community & Specialty Practice

Direct Reports: None

Functional Relationships with:

Internal
  District Nurses
  Ostomy CNS Acute Services
  DN ED,
  GNS
  Allied Health team
  Geriatrician
  NASC
  Quality team
  AMHS
  HC4K
  Operations Manager

External
  Patients, family/whānau
  Community groups/NGOs
  General Practice
  DHBs, PHOs

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.
Purpose: Advanced practice nursing role that focuses on care delivery for adults living with a stoma across Waitemata DHB in collaboration with medical and allied health staff and a consultancy service for staff in the WDHB inpatient and primary health care environment

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 and those described for specialty and in credentialing documents.
- 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
- Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety

Professional Development of Specialty
- 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.
## Clinical Nurse Specialist – Ostomy Community

### Position Description

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<tr>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
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<tr>
<td></td>
<td>Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence</td>
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| 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 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  
• Works closely with other CNS and DNS to enhance clinical care and coordination.  
• Provides range of Clinical Activity Sessions |
| Education and clinical teaching | • Provides patient education to the patient group to improve patient outcomes and gain participation with their treatment  
• Supports other staff in the management of a adults living with a stoma  
• 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 |

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<th>Domain Three</th>
<th>Interpersonal relationships and enhancing the patient experience</th>
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<td>Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.</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 |

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<th>Domain Four</th>
<th>Interprofessional healthcare and quality improvement to deliver organisational objectives</th>
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<td>Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team</td>
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| 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. |
### Clinical Nurse Specialist – Ostomy Community

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<th>Research &amp; Audit; Evidence based practice</th>
<th>Workplace Health &amp; Safety</th>
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| - 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. | - 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.

#### Service description

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<th>Identified population served by the role and patient type/client group, speciality needs, treatments offered</th>
<th>Includes / describe specific detail: [NOTE: must be approved by the relevant nurse leader].</th>
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<tr>
<td>Provides assessment and care planning for adults referred to the community Ostomy service that met entry criteria. Participates in the MDT to ensure access to comprehensive multidisciplinary approach to care. Prescribes consumables direct to patient according to MoH Service Specifications and Waitemata DHB guidelines. Ostomy management including adults and consultation for patients less than 16 years of age. Potential for career pathway transition to Nurse Practitioner scope of practice should this be available in the service.</td>
<td>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 ostomy services Close working relationship with District Nursing and wider community services and Geriatric/Medical/Surgical Specialists Engaged with CNS in speciality, across WDHB, regionally and nationally Care management of patients referred to the ostomy service Formally presents case reviews and case load statistics Variance to expected prescribing of consumables can be rationalised</td>
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### Assessment and management of patients referred to the Continence and Ostomy Service

- Initiates assessment and treatments according best practice guided by current policy and procedure.
- Initiates ordering of appropriate consumables according to MoH and Waitemata DHB and best practice guidelines and evaluates outcomes.
- Implements agreed care plan and treatment.
- Competent practice in complex ostomy assessments and care coordination.
- Manages practice and initiates changes to reduce barriers to discharge and self-care.
- Follows up care outcomes in liaise with specialist services and general practice to reduce readmission.

### Provides range of Clinical Activity Sessions

- Provides services in the home and clinic setting.
- Case manages patients through the episode of care, in collaboration with the multidisciplinary team.
- Reviews all patients on their caseload at least 2 yearly.
- Leads team case review. Actively contributes to team/clinical meetings.

### Interprofessional healthcare and quality improvement

- Reports monthly on complex patients requiring intensive care coordination and/or high cost consumables.
- Provides expert knowledge of best practice and needs of the patient group in the development of policy and staff and patient information.
## PERSON SPECIFICATION

### POSITION TITLE:
Clinical Nurse Specialist - Continence and Ostomy Community

### 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

### 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

### 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