Date: December 2014

Job Title: Gerontology Nurse Specialist-Wound Care

Department: Older Adults and Home Health

Location: Community Services Building North Shore Hospital, but mobile across the DHB

Reporting To: Clinical Nurse Director Older Adults and Home Health

Direct Reports: Nil

Functional Relationships with:
- Internal:
  - Gerontology Nurse Practitioner and Team Leader, R.A.C.I.P.
  - Gerontology Nursing Service
  - Gerontology Nurse Specialists
  - Geriatricians
  - District Nursing Service
  - Allied Health Staff
  - NASC
- External:
  - Residents in residential aged care facilities and their significant others.
  - General and vascular surgeons
  - General Practitioners
  - Residential Aged Care staff

Purpose:
Advanced practice nursing role that provides specialist advice on the assessment, care and management of older people with complex wounds in Residential Aged Care facilities, demonstrating and facilitating evidence based wound care practice in collaboration with Residential Aged Care staff and medical staff. Provides teaching and coaching in use of resources to support care delivery and supports best practice initiatives. Practical and positive relationships with residential aged care providers are a basic component and requirement of the role.
**Key Accountabilities**

<table>
<thead>
<tr>
<th>Domain One</th>
<th>Professional Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<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>
</tr>
</tbody>
</table>

- Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements
- Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.
- 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

<table>
<thead>
<tr>
<th>Domain Two</th>
<th>Management of Nursing Care at Advanced Practice Level</th>
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<tbody>
<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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</tbody>
</table>

- Responsible for the assessment, diagnosis, treatment planning and follow-up care of older people with complex wounds in residential aged care and on occasion if required older people in other settings across the continuum of care Acts as a resource for residential care staff, providing updates evidence-based practice Demonstrates appropriate expert knowledge, to share good practice and to promote excellence in complex wound and pressure care management for older people
- Role models consistent best practice for older people with complex needs
- Works collaboratively with staff referring residents, offering advice and making recommendations for care management, following a comprehensive assessment. Develops holistic individualized care plans in collaboration with facility staff, providing education and review.

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<tr>
<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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</table>

- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships
**Gerontology Nurse Specialist – Wound care: Residential Aged Care Integration Programme**

**Position Description**

- Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.
- Role models advanced therapeutic communication, engages patient, facility staff and family (as appropriate) in care planning improving knowledge of disease/illness, prevention of complications and promotion of recovery.

<table>
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<tr>
<th>Domain Four</th>
<th>Interprofessional healthcare and quality improvement to deliver organisational objectives</th>
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<tr>
<td><strong>Supports Professional Activity</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Quality Improvement: Guideline and policy development</strong></td>
<td>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 &amp; 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.</td>
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<tr>
<td><strong>Service Development</strong></td>
<td>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. Participates in clinical audits and Gerontology Nursing Service educational programme.</td>
</tr>
<tr>
<td><strong>Research &amp; Audit; Evidence based practice</strong></td>
<td>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 residents care. Supports residential care staff in the clinical management of the older person. Engages locally, regionally and nationally to promote wound and pressure care best practice. Keeps up-to-date with national/local policy development and change in relation to care of older people requiring wound care management and disseminates appropriately within Waitemata DHB. Confident use of technology. Critiques and uses research findings in practice. Participates in research.</td>
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<tr>
<td><strong>Workplace Health &amp; Safety</strong></td>
<td>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.</td>
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</table>
Gerontology Nurse Specialist – Wound care: Residential Aged Care Integration Programme

Position Description

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:
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

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<th>Specific Key Responsibilities/KPIS relevant to specialty role</th>
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<td>Assessment and management of patients presenting with complex wounds in residential aged care facilities</td>
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</table>

Values and Behavioural competencies: Adheres to Waitemata District Health Boards 4 Organisational Values of:

*“everyone matters”*

*“with compassion”*

*“connected”*

*“better, best, brilliant”*

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:** Gerontology Nurse Specialist - Wound care

### Education and Qualifications
- RCpN, RGON, BHSC. Current APC as Registered Nurse
- Post Graduate Certificate in nursing: gerontology /wound care
- Working towards: Post Graduate Diploma gerontology /wound care nursing, with evidence of advanced physical assessment, history taking, diagnostic reasoning, and pharmacology knowledge

### Experience
- At least five years post registration practice in gerontological and/or wound care management, multidisciplinary team practice
- 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
- Confident in application of basic computer programs including Microsoft Outlook, Windows and Excel and report writing

### 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**
- **Highly motivated, energetic and enthusiastic**
- **Shows initiative – is willing to take responsibility for own actions and decisions**
- **Team player**
- **Is willing to learn from others and accept constructive feedback and reflect on own actions**
- **Presents professionally and acts as a positive role model for others**
- **Displays respect and consideration for others**
Gerontology Nurse Specialist – Wound care: Residential Aged Care Integration Programme

**Position Description**

**Behavioural Competencies**

<table>
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<tr>
<th>Adheres to Waitemata District Health Boards 5 organisational Values of:</th>
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<tr>
<td>Respect</td>
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<tr>
<td>Integrity</td>
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<td>Compassion</td>
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<td>Openness</td>
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<td>Customer Focus</td>
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<tr>
<th>Behavioural Competencies</th>
<th>Behaviour Demonstrated</th>
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<tr>
<td><strong>Communicates and Works Cooperatively</strong></td>
<td>● Actively looks for ways to collaborate with and assist others to improve the experience of the healthcare workforce, patients &amp; their families and the community &amp; Iwi.</td>
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<tr>
<td><strong>Is Committed to Learning</strong></td>
<td>● Proactively follows up development needs and learning opportunities for oneself and direct reports.</td>
</tr>
</tbody>
</table>
| **Is Transparent** | ● Communicates openly and engages widely across the organisation.  
● Enacts agreed decisions with integrity. |
| **Is Customer Focused** | ● Responds to people’s needs appropriately and with effective results  
● Identifies opportunities for innovation and improvement |
| **Works in Partnership to Reduce Inequality in Outcomes** | Works in a way that:  
● Demonstrates awareness of partnership obligations under the Treaty of Waitangi.  
● Shows sensitivity to cultural complexity in the workforce and patient population.  
● Ensures service provision that does not vary because of peoples’ personal characteristics. |
| **Improves health** | ● Work practices show a concern for the promotion of health and well-being for self and others. |
| **Prevents Harm** | ● Follows policies and guidelines designed to prevent harm.  
● Acts to ensure the safety of themselves and others. |