

CLINICAL NURSE SPECIALIST – PATIENT AT RISK

1. PURPOSE OF POSITION

The Patient at Risk Clinical Nurse Specialist is an advanced nursing practice role with specialist knowledge in identification, assessment, care co-ordination and support with specific reference to deteriorating or patients at risk. The role is responsible to provide clinical expertise and leadership, promoting clinical excellence and ensuring best practice standards are maintained.

The Patient at Risk Clinical Nurse Specialist will work across the continuum of care, enhancing the point of care for the patient at risk in the ward setting, ensuring care is coordinated, comprehensive and informed by advanced specialist knowledge.

The Patient at Risk Clinical Nurse Specialist has expert generic nursing knowledge across the age spectrum with a developed expertise in the assessment and recognition of the deteriorating patient. This nursing knowledge will enable the ongoing expert nursing assessment of patients, early detection of deterioration and evaluation of care, and the coordination of resources to enable early, appropriate, and safe intervention.

The Patient at Risk Clinical Nurse Specialist is a key leadership role and as such will provide leadership and coordination to the nursing teams by ensuring nursing practice is well organised, resourced appropriately, evidence based and professional.

The role will be responsible for contributing to the delivery of nursing and other strategic priorities for Taranaki District Health Board (DHB), the delivery of some multidisciplinary education sessions and leadership to quality initiatives.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKA	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

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3. DIMENSIONS

Reports to:	Clinical Nurse Manager – Intensive Care Unit / Coronary Care Unit / High Dependency Unit (ICU CCU HDU)
Number of people reporting to you	Nil
Financial limits authority	\$ 0
Operating Budget	\$ 0

4. WORKING RELATIONSHIPS

External	Internal
Ministry of Health Health Quality Safety Commission Other DHB PAR nurses / teams	Director of Nursing Associate Director of Nursing Associate Director of Midwifery Clinical Nurse Managers Duty Nurse Managers Clinical Nurse Educators Service Directors Operations Managers, including Quality and patient Safety Allied Health Medical staff Nursing, and Midwifery Radiology Laboratory

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
Clinical Practice	<ul style="list-style-type: none"> • Demonstrates excellent clinical skills with advanced critical thinking skills within the clinical setting in the identification, assessment, care co-ordination and support of the deteriorating patient, or patient at risk. • Provides timely response to early warning score triggers and clinical concerns from patients (Korero Mai) and clinicians. • Ensures the provision of collaborative and timely support, education and intervention relating to the deteriorating patient or patient at risk. • Provides follow-up transition reviews of patients from the ICU CCU HDU. • Using advanced clinical skills, identifies patients at risk and works closely with the primary teams to monitor and

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	<p>implement interventions to prevent deterioration.</p> <ul style="list-style-type: none"> • Is an integral member of the multidisciplinary team working together to ensure excellence in patient care. • Liaises collaboratively to ensure any deteriorating patients receive timely review and appropriate management.
Clinical and Professional Leadership	<ul style="list-style-type: none"> • Promotes Taranaki DHB as a centre of excellence for nursing and midwifery practice. • Promotes the provision of person-centred care to achieve positive patient-care outcomes. • Promotes the provision of children/whanau centred care to achieve positive family outcomes. • Role models and facilitates the implementation of organisational and nursing visions, values and goals. • Proactively identifies situations of clinical risk and takes appropriate actions to ensure a safe environment and positive healthcare outcomes for patients/clients, families/whanau and staff. • Actively enhances Taranaki DHB's nursing and midwifery practice and performance by participating in appropriate forums. • Promotes, assists and presents the review of cases where patient deterioration has been identified. • Supports nursing teams to ensure clinical leadership, excellence in nursing care delivery and implementation of Taranaki DHB policies and practices, and provides timely feedback to staff. • Discusses and works with Clinical Nurse Managers, Duty Nurse Managers, Shift Co-ordinators and staff to identify deteriorating patients or patients at risk and develops a plan of action to meet the 24/7 needs of these patients. • Uses organisational systems and processes to communicate and feedback on clinical risk and critical incidents to appropriate senior nurses and/or medical staff.
Educational and Clinical Teaching	<ul style="list-style-type: none"> • Supports the development of nursing staff in all areas of nursing assessment, clinical examination and planning, implementing and evaluating care. • Identifies and communicates clinical competency issues to the appropriate Clinical Nurse Manager and Nurse Educator.
Evidence Based Practice	<ul style="list-style-type: none"> • Works to ensure the recommended research based best practice guidelines/policies are implemented across Taranaki DHB. • Actively participates in the development and review of guidelines, policies and procedures related to improving care to the deteriorating patient or patient at risk.
Quality and Risk and Continuous	<ul style="list-style-type: none"> • Assists in the evaluation of the effectiveness, efficiency and safety of clinical nursing practice throughout Taranaki DHB.

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Quality Improvement	<ul style="list-style-type: none">• Actively supports research activities aimed at improving care to the deteriorating patient or patient at risk.• Acts to identify and minimise clinical risk and enhance patient/whanau satisfaction.• Identifies the need for and contributes to projects that improve care to the deteriorating patient utilising evidence based practice within the Taranaki DHB framework.• Assists in the implementation of HQSC's Deteriorating Patient Framework.• Facilitates and/or participates in debriefing of clinical incidents.
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Organisational Accountabilities	Expected Outcome for all employees
Treaty of Waitangi	<p>The Taranaki DHB embraces the three principles of the Treaty of Waitangi. In practical terms this means:</p> <ul style="list-style-type: none"> • Partnership; working together with iwi, hapu, whanau and Maori communities to develop strategies for improving the health status of Maori. • Participation; involving Maori at all levels of the sector in planning, development and delivery of health and disability services that are put in place to improve the health status of Maori. • Protection; ensuring Maori wellbeing is protected and improved as well as safeguarding Maori cultural concepts values and practices.
Health and Safety	<p>Responsible for the provision of a safe workplace and ensuring the health and safety of those working in or visiting the workplace under your control means:</p> <ul style="list-style-type: none"> • Maintains a safe and healthy environment. • Complies with health and safety policies and procedures, and participates with development of health and safety policies and procedures. • Carries out work in a way that does not adversely affect their health and safety or that of other workers. • Complies with procedures and correctly uses personal protective equipment and safety devices provided. • Contributes to hazard identification and management process. • Reports accurately near misses/incidents/accidents in a timely manner. • Providing safety information and ensuring training and supervision of staff occurs so that work is done safely. This includes responding to emergencies, eg: fire. • Consulting with employees on all health and safety matters that affect them and providing opportunities and encouraging staff to participate in health and safety matters.
Personal Development	<ul style="list-style-type: none"> • Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is reviewed. • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and

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responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Patient at Risk Clinical Nurse Specialist role in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making.
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.
Cultural Safety Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.
Teamwork Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the team's success.

8. EDUCATION

New Zealand Registered Nurse

Post Graduate Diploma / Masters or working towards - in Acute, Critical Care, or Emergency Specialty nursing practice, or a programme with a focus on assessing and recognising the deteriorating patient.

Working towards qualification for Registered Nurse Prescribing

PDRP Expert Nurse, or working towards

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CORE Advanced Required

Paediatric Life Support / Paediatric Advanced Life Support or working towards

9. SKILLS

Works within Scope of Practice
Advanced clinical assessment and management skills
Experience in problem solving, priority setting and implementing plans
Effective excellent communication skills with all staff
Demonstrate strong clinical leadership
Experience in negotiation, facilitation and conflict management
Knowledge and understanding of medico-legal and ethical responsibilities
Ability to work autonomously whilst continuing to work within a team
Ability to work in a range of inpatient settings
Sound knowledge of Te Ara Whakapiri
Certified to use Central Venous Access Devices
Cannulation / venepuncture
Ability to access and utilise available clinical information systems
Has a commitment to quality and accuracy and is keen to learn and develop new skills
Dedicated team player
Demonstrates initiative and flexibility
Ability to maintain confidentiality at all times
Well organised
A self starter and motivated to achieve
Advanced interpersonal skills
Ability to self-evaluate and reflect on practice
Commitment and a genuine interest in quality and service

10. EXPERIENCE

A minimum of 5 years recent clinical experience in a New Zealand acute care setting
Leadership and patient/family centred management skills
Knowledge of Quality Improvement processes and principles
Knowledge and understanding of Treaty of Waitangi and implications in nursing practice
Knowledge of nursing professional issues
Flexible working skills
Research skills including data analysis and critical appraisal skills
Policy and guideline development
Adult teaching and education skills
Experience in multidisciplinary clinical teaching