

POSITION DESCRIPTION

Gerontology Nurse Specialist



West Coast District Health Board
Te Poari Hauora a Rohe o Tai Poutini

27/10/2020

The West Coast District Health Board is committed to the principles of Te Tiriti o Waitangi, Treaty of Waitangi and the overarching objectives of the New Zealand Health and Disability strategies. This commitment prioritises meaningful engagement with Tangata Whenua at strategic and operational service levels and recognises that all staff have a responsibility to help eliminate disparities in health outcomes between Maori and non-Maori.

Organisational Vision

The WCDHB's vision is of an integrated West Coast health system that is both clinically sustainable and financially viable. A health system that wraps care around the client from a restorative perspective and helps people to stay well with or without supports in their own community.

Organisational Values

- Manaakitanga - care & respect for others
- Integrity in all we do
- Whakapapa identity
- Respect
- Accountability
- Valuing people
- Fairness
- Pono – truth
- Whanauntanga – family relationships
- Compassion

POSITION TITLE:

Clinical Nurse Specialist – Gerontology

REPORTS TO (Title):

Complex Clinical Care Network Manager (CCCN) Older Person's Health West Coast.

PRINCIPAL OBJECTIVES

Clinical Nurse Specialists are recognized internationally as expert practitioners, having in-depth knowledge of a speciality that results in expanding boundaries of nursing practice, and the implementation of evidence-based practice and clinical research. (Austin and Luker, 2005; NACNS, 2009).

The Clinical Nurse Specialist works across the organisation within a clinical specialty acting in the roles of practitioner, educator, consultant, researcher, leader/change agent and care coordinator/case manager. In the pursuit of clinical excellence and improved health outcomes for the older client population, Maori and non-Maori across the West Coast region.

Principally, this position seeks to increase capability of community and primary services providers including, Age Residential Care. Furthermore, the Clinical Nurse Specialist needs to proactively identify and intervene for common geriatric conditions, thereby improving wellbeing and reducing risk of disability and the incidence of preventable acute admissions.

Clinical practice is central to the Clinical Nurse Specialist role, however in order to influence and improve nursing practice it is essential the role is underpinned by all the competencies as outlined in the position description below. Due to the diversity of the CNS role key performance indicators will vary according to client/population and service needs, these will therefore be determined by the individual service and will be based on the key accountabilities as outlined in this CNS generic position description.

FUNCTIONAL RELATIONSHIPS:

INTERNALLY:

1	Director of Nursing WCDHB
2	Nursing Director-Older People, Population Health WCDHB/CDHB
3	CCCN Manager and CCCN Team
4	Consultant Geriatrician Liaison WCDHB/CDHB
5	Nurse Director – Nursing Workforce, Nurse Director, Operations & the Operations Manager Integrated Health Services, Quality Team
6	Planning and Funding OPH Team Leader and Service Development Managers
7	Clinical Nurse Managers & Clinical Nurse Specialists, Rural Nurse Specialists,
8	Medical Staff – Te Nikau General Ward
9	Allied Health Services, Community Services, Primary Health Service, Maori Health Team

EXTERNALLY:

1	ARC facility staff, residents and their families
2	Nursing Council of New Zealand
3	National Specialty Groups
4	Poutini Waiora, West Coast Primary Health Organisation(PHO), South Island Alliance
5	Pharmacies, Non-Government Organisations, Canterbury Older Person's Health services
6	Consumers, Family/Whanau, Iwi, hapu, whanau, and other community Stakeholders
7	Nursing Tertiary Education Providers and Students,

COMPETENCIES

EXCELLENCE IN CLINICAL PRACTICE

Key accountabilities	<ul style="list-style-type: none"> • Provide expert nursing knowledge in the management of client care within a defined area of specialty practice, working with the client, family/whanau or other health professionals to provide timely nursing care to optimise outcomes. • Uses advanced health assessment skills in the assessment of clients and critiques own practice to maintain clinical competence. • Prescribes and evaluates advanced evidence-based nursing therapeutics, pharmacological/non-pharmacological interventions, diagnostic measures, equipment, procedures, and treatments to meet the needs of clients, families and groups, in accordance with professional preparation, institutional policies and scope of practice. • Undertakes extended interventions as authorised by Nursing Council. • Role models expert evidence based clinical practice, is seen as highly effective, progressive and knowledgeable. • Guides and supports others in the speciality in their assessment, clinical decision-making, implementation, evaluation and documentation of care. • Provides leadership, role models and guides others in nursing practice that is consistent with the principles of the Treaty of Waitangi. • Networks nationally and internationally to identify and implement nursing advances and changes in practice. • Identifies opportunities for general health / wellness education e.g. smoking cessation.
LEADERSHIP	
Key accountabilities	<ul style="list-style-type: none"> • Provides clinical leadership through both direct and indirect client care deliveries. • Provides senior nursing leadership for the specialty service and consultation to a broad range of secondary, primary, community and professional groups to achieve positive outcomes for clients or population group. • Supports a culture of ongoing quality improvement of nursing practice. • Is actively involved in professional activities such as research, scholarship and policy development at both a local and national level. • Leads system change to improve health outcomes through evidence based practice. • Clinical governance participation to place an emphasis on systemic approaches to safety and quality, rather than reactive, short – term fixes.
CARE CO-ORDINATION/CASE MANAGEMENT	

Key accountability	<ul style="list-style-type: none"> • Collaborates with the clients and Interdisciplinary teams to plan and implement diagnostic strategies and therapeutic interventions to attain, promote, maintain and/or restore quality health for the older population. • Coordinates the care of clients utilising organisational and community resources to enhance delivery of care and optimal client/family/whanau outcomes. • Provides a primary point of contact within the specialty for clients and health professionals. • Evaluates results of interventions using accepted outcome criteria, revises the plan of care and initiates appropriate and timely consultation and/or referral with relevant services/agencies when appropriate. • Establishes collaborative relationships within and across departments, primary, community and secondary health to promote client safety, continuity of care and clinical excellence. • Provides leadership in the interdisciplinary team through the development of collaborative practice or innovative partnerships: this may include client conferences, interdisciplinary meetings and strategic planning of the service. • Is an effective resource and consultant for interdisciplinary clinical staff and disseminates research outcomes. • Leads nursing and interdisciplinary groups in designing and implementing innovative, cost effective client care and evidence based change. • Contributes to the development of interdisciplinary standards of practice and evidence-based guidelines for care.
EDUCATION	

Key accountabilities	<ul style="list-style-type: none"> • Assists in evaluating educational programmes offered, that focus on the area of specialty practice, to ensure content is evidence based and reflective of current thinking. • Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their development of culturally safe practice. • Disseminates specialty knowledge at both a Local and National/International level. • Acts as a resource person for clients and health professionals. • Collaborates with nurse educators and nurse managers to identify staff training needs and to develop an educational plan to address those needs. • Collaborates with the polytechnic and tertiary education providers to provide specialty education. • Assists in the orientation and preceptorship of new graduate nurses and student nurses. • Provides clinical guidance and mentoring to nursing and allied health staff. • Assists in the compilation of resource material for educational purposes for client, families/whanau and health professionals.
ADMINISTRATION	
Key Accountabilities	<ul style="list-style-type: none"> • Accurately records CNS activities which enable practice trends to be tracked over time and effectiveness of practice to be evaluated. • Provides reports of CNS activities with agreed KPIs to the line manager at pre-determined intervals. • Participates in organisational committees and/or working parties to achieve service, organisational and Ministry of Health goals and improve patient outcomes. • Influences purchasing and allocation of resources through the use of evidence-based findings and/or by generating new and innovative approaches to achieve best client care and nursing practice.
RESEARCH	

Key Accountabilities	<ul style="list-style-type: none"> • Cultivates a climate of clinical inquiry within the service, evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability and quality. • Fosters an interdisciplinary approach to quality improvement, evidence based practice and research. • Provides leadership in design, implementation and evaluation of process improvement initiatives. • Assesses system barriers and facilitators in order to design programs for effective integration and visibility of evidence into practice. • Evaluates health outcomes and in response helps to shape nursing practice/service delivery. • Demonstrates ability to interpret and implement research findings relevant to the area of specialty practice. • Disseminates appropriate research in an easily interpreted format within teaching sessions, client information leaflets etc
PROFESSIONAL DEVELOPMENT	
Key accountabilities	<ul style="list-style-type: none"> • Maintains own clinical competence within specialty area. • Develops and maintains a professional portfolio utilising NZ Nursing Councils' Standards for advanced nursing practice. • Networks nationally and internationally to maintain current knowledge of trends and developments in specialty area. • Attends educational opportunities and conferences relevant to role and scope of practice. • In conjunction with Directors of Nursing/CCCN Manager develops the role to meet professional and organisational needs. • Participates in annual performance appraisal review process based on position description and WCDHB processes related to performance appraisals.

QUALIFICATIONS & EXPERIENCE

Essential

- New Zealand Registered Nurse with a current annual practicing certificate.
- Completion of, or personal commitment to undertake, cultural competency training.
Hold a current Nursing Council of New Zealand practising certificate
- At least 5 years working either within the clinical speciality or relevant senior nursing role.
- Validated clinical expertise in the speciality area of gerontology and an understanding of the regulatory and contract requirements for ARC.
- Holds or is actively working towards a relevant Post-Graduate Diploma, Diploma to be completed within an agreed timeframe.
- Demonstrate advanced nursing skills comparable to senior nurse or expert PDRP level.
- Demonstrate skills in nursing leadership and able to work at an advanced practice level.
- Excellent computer literate.
- Full NZ driver's licence.

Desirable

- Obtained or working towards relevant Clinical Masters.
- Demonstrates ability to develop nursing standards/policies/procedures and quality initiatives.
- Demonstrates teaching, mentoring and coaching and leadership skills.
- Demonstrates involvement in research that has changed nursing practice.
- Experience in conducting research.
- Current portfolio as part of the Development and Recognition Programme (PDRP).
- Endorsement of RN Prescribing or working towards same.
- Experience working with Medtech/Health Connect South.
- Good working knowledge of West Coast community resources.

HEALTH & SAFETY

- Comply with all West Coast DHB health and safety policies when providing care. Ensure your own safety and that of others. Personal commitment to zero harm
- Report to work in a fit state, free from the influence of alcohol/drugs.
- Report any hazards or potential hazard immediately to line manager and document via Safety 1st incident reporting system.
- Assist with responding to, and resolving, client concerns or complaints in a way that is professional and sensitive.
- Use all protective equipment and wear protective clothing provided, as appropriate.
- Cooperate with the monitoring of workplace hazards, including attending all relevant safety training and complying with all safety instructions.
- Make unsafe work situations safe or, if they cannot, inform your manager.
- Co-operate with the monitoring of workplace hazards and employee's health.
- Ensure that all accidents or incidents are promptly reported to your manager.
- Report early any pain or discomfort to the line manager as soon as it develops.
- Take an active role in the West Coast DHB's rehabilitation plan, to ensure an early and durable return to work.
- Seek advice from your manager if you are unsure of any work practices.
- Contribute to initiatives aimed at improving health, safety, and wellbeing when providing care.
- Comply with all organisational health and safety policies including those related to: handling of instruments, storage of medicines, disposal of sharps, and any other potentially dangerous equipment or substances.
- Demonstrate competence and initiate actions in emergency procedures e.g. fire, CPR.

QUALITY

- Every staff member within WCDHB is responsible for ensuring a quality service is provided in their area of expertise.
- All staff are to be involved in quality activities and should identify areas of improvement.
- All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

PERSONAL ATTRIBUTES
<ul style="list-style-type: none">• Displays a high degree of confidence, assertiveness and motivation• Acts as a clinical role model for nurses• Excellent communication skills• Excellent interpersonal organisational skills• Be of good character
<u>MANDATORY</u>
Key Behaviours:
<ul style="list-style-type: none">• Demonstrates practice that is client centred with a family/whanau focus• Ability to work autonomously within the team• Accepts responsibility for actions• Assists with quality improvement by being innovative and proactive• Displays a commitment to ongoing professional development

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.

Aspects of role specific to Clinical Nurse Specialist – Gerontology (ARC)

Accountability	Delivers, role models and promotes excellence in gerontology Clinical Nursing Practice across the ARC sector
	<ul style="list-style-type: none"> • Proactively works with ARC staff to guide and support the complex needs of residents using expert nursing knowledge, critical reasoning and diagnostic enquiry to independently assess and undertake clinical interventions and co-ordinate care. • Through developing meaningful relationships with individual ARC facilities, supports the increased capability of ARC nursing teams in early identification, assessment and management of conditions to ensure residents are supported to have the right care, in the right place, at the right time, by the right person. • Guides, supports and acts as a resource both internally and externally on gerontology issues.
Accountability	Fosters evidence-based practice to facilitate the development of, and compliance with policy and clinical practice standards
	<ul style="list-style-type: none"> • Role models the application of evidence based practice principles in own clinical practice, and supports individual ARC facilities to review and consider their clinical and organisational outcomes to ensure quality resident health outcomes. • Provides expert advice to CCCN Manager and Planning and Funding staff with regard to clinical or quality issues raised via the complaints or audit process as required.
Accountability	Develops, promotes and contributes to educational programmes related to gerontology nursing within ARC
	<ul style="list-style-type: none"> • Participates in strategic planning for the service in conjunction with OPH Canterbury and West Coast Planning and Funding. • Contributes to the professional development of the ARC nursing workforce in conjunction with the ARC industry and the Nurse Coordinator – Nursing Workforce Development (ARC). • Shares specialist knowledge in formal and informal educational activities at local level with ARC staff. This may include case review and debriefing, presenting at seminars, and the development and delivery of study days.