
“Healthy Jobs-Healthy Communities”

Job Description

Position title:	Clinical Nurse Specialist (CNS) – Diabetes
Reports to:	Team Leader - Diabetes
Functional Relationships:	Examples: DHB Diabetes Service Staff Hutt Hospital ward and department staff Te Awakairangi PHO staff Nursing Staff across services DHB Pacific Health Unit DHB Maori Health Unit Maori and Pacific Health service providers DHB Clinical Nurse Managers Nurse Co-ordinators, Educators Clinical Nurse Specialists – other specialties Nursing Development Unit Senior and Junior Medical staff Allied Health Professionals Primary Health and Community Teams Quality Team Diabetes Wellington and Diabetes Youth Wellington Local Diabetes Forum members and affiliates Local educational institutions involved in Nurse education
Professional responsibility:	Director of Nursing
Staff Responsibilities:	Nil
Last updated:	May 2013
Salary range:	As per Senior Nurse MECA

Position Summary:

The Clinical Nurse Specialist (CNS) – Diabetes (Diabetes Designated Nurse Prescriber) provides specialist nursing advice, care and expertise, both in delivering direct patient care and in support of other staff caring for patients in the area of diabetes. The focus is on assisting, directing and supporting the care of patients with diabetes through role modelling expert clinical skills, promoting best practice, facilitating interdisciplinary collaboration and providing education.

The CNS will take a lead role in researching, developing, implementing and evaluating standards of care, in line with evidenced-based practice in both the inpatient and outpatient setting in diabetes. As a senior nurse the CNS will lead the development of service specific pathways, protocols and guidelines, in accordance with New Zealand Guidelines Group (NZGG), Ministry of Health and New Zealand Society for the Study of Diabetes (NZSSD).

Delivering quality episodes of education and care to outpatients and inpatients with diabetes taking a patient centred, evidence based and family centred approach. Delivered to individuals, families or groups and delivered in a range of settings.

Improving co-ordination and quality of care throughout the HVDHB for people with diabetes by promoting the implementation of evidence based diabetes guidelines throughout the HVDHB region and especially to primary care.

Assisting and developing health professionals to deliver evidence based and patient/family centred diabetes care by supporting and delivering their skills in the management of people with diabetes with a focus on primary care practitioners (Practice nurses and GP's).

Participating in the planning and delivery of education programs for health professionals that support and enhance diabetes care skill acquisition.

Assisting the Team Leader Diabetes in service development and delivery responsibilities where requested.

Key Objectives	Performance indicators/outcomes
Provides expert patient care	<ul style="list-style-type: none"> • Uses expert knowledge and skills to perform comprehensive patient assessment, plan care, manage complex needs and arrange follow-up for patients, including the family/whanau where appropriate. • Prioritises and responds to direct referrals from members of the multidisciplinary teams in response to identified criteria/ service standards and actions accordingly. • Uses assessment findings to foresee likely course of events and recommend/ implement appropriate changes to patient care. • Utilizes effective problem solving skills with patients to reduce hospitalisation duration and episode and facilitate early safe discharge. • Demonstrates sound levels of clinical judgement and ethical decision making in implementing and/or modifying interventions. • Works towards/achieves prescribing competences and once achieved maintains registration with New Zealand Nursing Council as a nurse prescriber. • Once prescribing authority achieved, demonstrates high levels of clinical assessment and diagnosis skills and safety of prescribing insulins, other medications and equipment. • Assists the patient to gain appropriate support and representation from those who understand the patient's culture, needs and preferences. • Provides effective emotional and informational support to patients/ families/whanau. • Accurately documents patient assessment, interventions, referrals and/or follow-ups. • Uses initiative and clinical judgment in the application of department policies, procedures, clinical guidelines and standing orders. • Practices autonomously within scope of practice, recognises limitations and consults/refers on appropriately.
Works directly with staff to ensure safe and effective care delivery	<ul style="list-style-type: none"> • Acts as a nursing resource across clinical settings and disciplines, sharing clinical expertise both formally and informally. • Assisting and developing health professionals to deliver evidence based and patient/family centred diabetes care by supporting and developing their skills in the management of people with diabetes with a focus on primary care practitioners (Practice nurses and GP's). • Primary care education and skills development programs are developed and delivered to nursing, medical and allied health professionals working with people with diabetes in the Hutt Valley. • Provides clinical expertise/ guidance in the assessment, planning and management of diabetes patients in the primary and secondary care setting. • Works collaboratively with the interdisciplinary team assisting timely patient access to appropriate diagnostic tests,

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	<p>interventions and therapies.</p> <ul style="list-style-type: none"> • Assists identified practice nurses to implement the establishment of regular practice nurse led diabetes clinics within their practice or PHO setting. • Mentors staff new to nursing and/or the specialty. • Supports nurses to exercise independent judgement and apply ethical principles to resolve patient care issues. • Promotes the inclusion of direct care nurses in decision-making regarding nursing care. • Communicates effectively with primary care teams to promote seamless integration between primary and secondary care services. • Evaluates the effectiveness of clinical interventions and collaboratively facilitates modification of regimes accordingly. • Facilitates the communication of consistent and realistic information to patients and families. • Creates opportunities within the clinical setting to share clinical expertise through teaching and coaching of staff. • Communicates with primary health care teams to assist, direct and support the patient with diabetes within the primary health care setting.
Provides effective nursing leadership	<ul style="list-style-type: none"> • Visible and accessible to clinicians. • Sets expected standard by modelling expert clinical skills and professional nursing practice (teamwork, behaviour attitudes, conduct and appearance). • Promotes patient management that reflects current nursing knowledge, research and best practice. • Incorporates an awareness of broader health policies on provision of care delivery within the DHB. • Provides a nursing perspective in business and nursing planning processes, at a service level. • Responds with constructive strategies to meet new challenges and initiates/ adopts change early. • Contributes to shared governance of nursing through engagement in relevant meetings, committees, working parties and/or similar. • Fosters and participates in peer review processes, case review and reflective practice.

Key Objectives	Performance indicators/outcomes
Enhances interprofessional healthcare and provision of quality services	<ul style="list-style-type: none"> • Establishes and maintains effective working relationships with a range of staff. • Effectively communicates with all members of the multidisciplinary team on the management of patients. • Collaborates with the patient and other health team members to develop and coordinate plan of care. • Maintains and documents information necessary for continuity of patient care and recovery across services/sectors. • Makes appropriate formal referrals to other health care team members / health sectors for patients when required. • Collates and maintains patient data for analysis, audit and reporting. • Evaluates nursing practice against current standards of best practice with a particular focus on nurse sensitive indicators. • Actively seeks and incorporates feedback, to improve quality of care. • Maintain clinical supervision with medical practitioner to ensure continued prescribing accreditation. • Attends diabetes nurse specialist meetings and clinical review meetings with endocrinologists regularly. • Participates in the review of events/complaints, minimising risk and using findings to improve practice. • In collaboration with the services, identifies and undertakes quality improvement initiatives. • Uses data-driven decision-making and effective change management processes. • Coordinates the development of evidence-based policies, procedures, documentation tools and information resources to enhance patient outcomes. • Attends core training annually and gains annual certificate in CPR. • Progresses through and maintains the requirements for national accreditation through the diabetes nurse section of NZNO.
Advances nursing practice through research and scholarship	<ul style="list-style-type: none"> • Practices within the RN scope of practice. • Demonstrates personal commitment to DHB Professional Development and Recognition Programme. • Maintains required clinical competencies and technical expertise. • Maintains registration as diabetes nurse prescriber with New Zealand Nursing Council once attained. • Critiques research and uses evidence based practice to maintain currency and inform practice. • Proactive in identifying own professional development needs and negotiating appropriate resources. • Identifies researchable practice issues and engages support in undertaking research, audit and/or internal validation studies. • Promotes the specialty and/or service from a nursing perspective through presentation and /or publication. • Participates in local/national professional nursing or specialty groups. • Uses professional nursing/specialty organisation membership to

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	<p>benefit the practice environment/ nursing service.</p> <ul style="list-style-type: none"> • Regularly attends professional development programme/conferences that support advancement and consolidations in diabetes care and supports or develops prescribing skills.
Health and Safety	<ul style="list-style-type: none"> • Displays commitment through actively supporting all health and safety initiatives. • Ensures all staff maintain adequate safety standards on the job through consultation, training and supervision. • Ensures own and others safety at all times. • Complies with policies, procedures and safe systems of work. Reports all incidents/accidents, including near misses in a timely fashion. • Is involved in health and safety through participation and consultation.
Treaty of Waitangi	<ul style="list-style-type: none"> • Service activity, development and implementation is undertaken in accordance with the provisions of the Treaty of Waitangi – partnership, protection and participation. • Consultation is undertaken with appropriate Maori communities.

Competencies required for role

Leading and Motivating:

- Articulates a compelling vision for their area of responsibility
- Motivates and inspires staff to always do their best
- Promotes a positive attitude towards change
- Encourages teamwork and co-operation between staff
- Promotes and models a strong customer focus
- Participative management/leadership style

Managing People:

- Makes sure staff know what is expected of them
- Recognises and rewards good performance
- Addresses any poor performance or inappropriate behaviour immediately, openly and directly
- Personally puts time into coaching staff
- Gives staff the opportunity to develop
- Considers development needs when delegating work to staff

Communication:

- Promotes a credible image and inspires confidence
- Actively shares information, ideas and experience with others
- Works to build trusting relationships with customers and key stakeholders
- Communicates sensitive messages or disagreements with tact and diplomacy
- Treats people with respect and courtesy
- Brings conflict into the open and facilitates resolution
- Encourages the expression of differing and opposing views

- Uses effective horizontal and vertical communication

Excellence Focus:

- Has integrity and high personal and professional standards
- Demonstrates critical reflective nursing practice.
- Demonstrates knowledge and standards required to maintain prescribing authority
- Is highly flexible in approach and is responsive to new ideas
- Encourages others to improve by sharing own knowledge
- Is adaptable to changing environments / situations
- Demonstrates excellent research and analytical skills
- Is skilled at meeting and group facilitation
- Is skilled at development of policies, audits, protocols and guidelines

Strategic Knowledge:

- Maintains a big-picture view of their area of practice
- Ensures shorter-term objectives are tied to the broader strategic direction
- Recognises the impact of broader issues and emerging trends on their area of responsibility
- Takes an organisation-wide, district, regional and national perspective on issues, rather than thinking solely about their area of responsibility
- Challenges others to improve and innovate
- Constantly strives to make improvements to service systems and processes (e.g., to get things done better, cost effectively and faster)
- Seeks feedback from internal and external customers and implements changes to improve service

Taking Accountability:

- Takes personal responsibility for making things happen
- Takes personal responsibility for annual renewal of prescribing authority
- Reinforces DHB values with others and leads by example
- Supports and advocates DHB's position on all issues
- Demonstrates personal ownership of decisions made by the management team
- Acts ethically and with integrity
- Is open and honest with others
- Actively pursues self-learning and development

Nga Take Maori:

- Shows an awareness of, and commitment to, the principles of the Treaty of Waitangi
- Has a positive attitude towards Maori issues and is receptive to them
- Creates and sustains an environment that promotes biculturalism and responsiveness to Maori issues

Professional Qualifications and Credentials:

- RN with current practising certificate
- Working towards or attained authorisation as a diabetes nurse prescriber
- Is recognised as an expert in the speciality
- 4-5 years post registration experience in nursing
- Post graduate certificate (or currently undertaking clinical Masters of Nursing)
- Competent in Microsoft Office computer programmes
- Maintenance of core training and cardiopulmonary resuscitation certificate

Date Effective:

Manager's Signature:

Employee's signature:
