Paediatric Nurse Specialist – Continence

Position Description

Date: April 2015
Job Title: Paediatric Nurse Specialist – Continence
Department: Child Women and Family Service
Location:
Reporting To: Unit manager community for the achievement of service and operational KPIs
Head of Division Nursing (CW&F) for maintenance of professional standards, the development of professional practice to the highest standard possible.
Direct Reports: None
Functional Relationships with:
Internal
- Child Health staff
- Paediatricians
- Charge Nurse Managers
- Clinical Nurse Specialists
- Child Health Team Leaders
- Director of Nursing & Midwifery
- Head of Division-Nursing
- Allied Health Leader
- Child Health Management team
- Maori Health Services
- Pacific Support Services
- Asian Support Services
- Quality team

External
- Children and their families.
- Education providers
- Primary care providers

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.
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Purpose of the role

**Purpose:** To provide advanced specialist nursing assessment, intervention co-ordination and discharge planning to children with continence problems across the child health continuum within WDHB, in collaboration with medical and allied health staff.
### KEY ACCOUNTABILITIES

#### 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*

<table>
<thead>
<tr>
<th>Professional Leadership and Expertise</th>
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<tr>
<td>• Meets all registered nurse PDRP competencies at a minimum of RN Level 4 requirements</td>
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<td>• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/ sensitivity and professional standards.</td>
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<td>• Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk</td>
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<tr>
<td>• Provides advanced practice specialist nursing care and advice contributing to the development of care delivery</td>
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<td>• Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally</td>
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<td>• Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety</td>
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<th>Professional Development of specialty practice</th>
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<td>• Applies critical reasoning and professional judgement to nursing practice issues and decisions for children at risk</td>
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<tr>
<td>• Provides advanced practice specialist nursing care advice and support 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</td>
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#### Domain Two  Management of nursing care at advanced practice level

*Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence and also assessment, developing differential diagnoses, ordering and interpreting diagnostic tests, planning and providing treatments in order to manage the health of individual patients*

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<tr>
<th>Clinical Care/Coordination</th>
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<td>• Work in close consultation with the health providers and children and their families in supporting the assessment, diagnosis, treatment planning and follow-up care of patients.</td>
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<td>• Provide skilled nursing diagnostic care/intervention for children with continence requiring assessment and care planning.</td>
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<td>• Demonstrates appropriate expert knowledge, to share good practice and to promote excellence.</td>
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<td>• Role models consistent best practice in care for children with continence issues.</td>
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<tr>
<td>• Works collaboratively and in partnership with health providers and with children and their families offering advice and making recommendations for management and support following a comprehensive assessment.</td>
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**Position Description**

| Clinical Care/Care Coordination | - Supports the development of holistic individualized care plans; providing education, case and system review  
- Provides specialist nursing care and expertise in support to other staff in the management of children with continence |
| Education and clinical teaching | - Supports the provision of patient education to children and their families to improve outcomes and gain participation with their treatment  
- Acts as a nursing resource providing expert advice and education to health providers demonstrating skilled mentoring/coaching, teaching and supervision. May teach at post registration level to enhance evidence based practice |

**Domain Three  Interpersonal relationships and enhancing the patient experience**

*Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.*

| Team working | - Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships  
- Ensures cultural beliefs, practices and support of individuals, their family is central to all interventions.  
- Role models advanced therapeutic communication, coaches the engagement of patient and family in care planning for self-care, improving knowledge of disease/illness, promoting self-management, prevention of complications and promotion of wellness. |

**Domain Four  Inter-professional healthcare and quality improvement to deliver organisational objectives**

*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team.*

| 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 & policy development | - Leads the development/review of best practice pathway for continence, protocols and guidelines 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 experience of consumers. |
| Service Development | - Participates in service development and strategic leadership to enhance the child and family experience, applies Waitemata DHB 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. |
| Research & Audit; Evidence based practice | - 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. |
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Workplace Health & Safety

• 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.

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

Potential for career pathway transition to Nurse Practitioner scope of practice should this be available in the service.

Specific Key Responsibilities/KPIs relevant to specialty – Paediatric nurse specialist -continence

Practices nursing to demonstrate professional responsibility

• Communication
• Cultural Safety
• Management of Nursing Care
• Management of the Environment

Management of nursing care to the highest professional standard possible to provide patient focused care

Clinical Effectiveness

• Develops and coordinates a continence service for children that provides advanced clinical nursing assessment and management for children who are referred with unresolved complex continence issues.
• Ensure that the use of clinical pathways are implemented and followed for those children referred with enuresis, chronic constipation and faecal incontinence.
• Educates and equips children, young people and their families with strategies to manage/resolve long term constipation, and prevent complications.
• Case manages clients to ensure that children and their families are linked to primary care.
• Collaborates with interdisciplinary team to co-ordinate/manage care for best health outcomes to ensure that children are discharged from the service in a timely manner.
• Identifies/removes barriers to access of the service.
• Explains/manages variance to clinical pathway and monitors length of service involvement utilising data collection tools.
• Develops and monitors key strategies to prevent readmission to the continence service.
• Links with primary care, Tamariki Ora, NGOs and education providers (Early Years) to promote good toileting habits, early assessment and intervention, aiming to reduce prevalence of chronic constipation and associated continence difficulties.
• Works co-operatively with community paediatrician to review continence.
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Position Description

population trends and implement early intervention programmes.

- Provides consistent best practice treatment for children and their families.
- Coordinates with PHNs, and co-develops plans of care to support children at school.
PERSON SPECIFICATION

POSITION TITLE: Paediatric Nurse Specialist – Continence

Education and Qualifications
- RCpN, RGON, BHSC. Current APC as Registered Nurse
- Post Graduate Diploma in Specialty Practice, must include advanced paediatric physical assessment, history taking, diagnostic reasoning, and pharmacology knowledge and practicum
- On pathway for non-medical prescriber
- Studying towards/ completed Masters in advanced Nursing Practice (child health)

Experience
- At least five years post registration practice in child health
- Achieved RN Level 4 or equivalent in child health with current portfolio
- Demonstrated prior leadership ability within the health sector
- Experience of results based accountability or managing for outcomes
- Experience working with providers (education, General practice, NGOs) and communities
- Current knowledge of the disability sector, especially an understanding of the issues facing primary care and NGO sector
- Understanding of service planning
- Understanding of inequalities intervention frameworks

Skills/Knowledge/Behaviour
- Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge
- Specialist knowledge in the management of central line and IV therapy
- Clinical professional leadership
- Understanding of Pharmacology and interpretation of diagnostic tests.
- Experience in management of home IV therapies.
- Experience in management and co-ordination of a clinical service
- 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