



**WINNIPEG REGIONAL HEALTH AUTHORITY
POSITION DESCRIPTION (Non-Management)**

INCUMBENT(S):

DATE: August 14, 2007

Revised April 30, 2012

POSITION TITLE: CLINICAL NURSE SPECIALIST

CLASS/JOB #:

UNION:

DEPARTMENT: NURSING - PATIENT SERVICES

SUPERVISOR'S TITLE:

SUPERVISORY RESPONSIBILITIES: (XX) None

Number Titles of those supervised

DEGREE OF SUPERVISION RECEIVED:

EDUCATION:

- Masters of Nursing or Psychiatric Nursing with graduate course work in research methods.

SPECIAL TRAINING:

EXPERIENCE:

- Minimum five years of recent clinical experience in a variety of nursing roles relevant to the position.

OTHER:

- Demonstrates effective oral and written communication skills.
- Knowledge of computer systems; word processing and email applications.
- Ability to work independently and take initiative.
- Ability to perform independently and as a member of the healthcare team.
- Demonstrates leadership ability.
- Ability to adapt quickly to changing situations.
- Ability to function in a demanding and stressful environment.
- Demonstrates effective conceptual, organizational, interpersonal, critical thinking/problem-solving and decision-making skills.
- Ability to plan, manage and implement change effectively.

- Ability to foster interpersonal relationships including effective negotiation and conflict resolution.
- Demonstrates effective group facilitation skills.
- Ability to teach at individual and group level.
- Knowledge of the research process and ability to apply research to clinical practice.
- Project management skills.
- College of Registered Nurses of Manitoba/Registered Psychiatric Nurses of Manitoba Standards of Practice for Registered Nurses/Registered Psychiatric Nurses.
- Canadian Nurses Association Code of Ethics for Registered Nurses, if not a Registered Psychiatric Nurse.
- Scope of practice as documented in the Registered Nurses/Registered Psychiatric Nurses Act.
- Regional/Facility/unit policies, procedures, protocols, and guidelines.
- Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of Routine Practices (Universal Precautions) and other legislated acts.
- Principles of collaborative practice.
- Advanced nursing care knowledge related to clinical area.
- Roles and responsibilities of members of the healthcare team.
- Principles of delegation.

PHYSICAL DEMANDS AND WORKING CONDITIONS:

LICENCES, REGISTRATIONS:

- Individual is responsible for maintaining and providing proof of active registration on the register of practicing nurses as per The Registered Nurses Act/Registered Psychiatric Nurses Act.

MAIN FUNCTION: (In Order of Importance):

Under the general direction of XXXX, as part of the multidisciplinary team, the Clinical Nurse Specialist (CNS) provides:

1. Leadership in promoting excellence in the delivery of relevant nursing/psychiatric nursing services through the application of advanced knowledge of nursing/psychiatric nursing care, research methodologies, evidence based practice and program evaluation.
2. The CNS addresses key clinical issues and program priorities by participating in or directing clinical practice, consultation, education, research, support of systems, publication and professional leadership.
3. The priorities of the CNS are directed by program priorities.
4. The CNS provides leadership and direction related to nursing/psychiatric nursing practice, standards, program development and evaluation, quality and research.

ILLUSTRATIVE EXAMPLES OF ACTIVITIES OF POSITION:

DIRECT COMPREHENSIVE CARE

- acts as a clinical expert/resource/consultant to establish, maintain and improve patient/resident/client care delivery.
- determines the need for health promotion and primary and secondary prevention strategies for individuals, families and groups and develops and implements same.
- collaborates with patients/residents/clients, interdisciplinary teams, and community members in assessing health promotion and illness prevention needs of clients, families and community outcomes.
- provides direct or participates in the development of, specialized comprehensive nursing/psychiatric nursing services emphasizing health promotion, disease prevention and collaborative management strategies to positively affect health outcomes.
- assesses, implements nursing/psychiatric nursing care and evaluates health/illness concerns of the patient/resident/client within the context of the patient/resident/client's experience and determinants of health. Applies accepted theories of family dynamics, interactions and role expectations while providing care for individuals and families.
- demonstrates expert knowledge and synthesis of expert nursing practice/psychiatric nursing practice within a clinical specialty.
- performs health assessment and demonstrates advanced clinical decision-making within a clinical specialty.
- initiates referrals and coordinates care with other healthcare providers and community agencies.
- provides counselling and education to patient/resident/clients and their families.
- monitors and documents clients' response to treatment and interventions, health status and outcomes.
- participates in a variety of intra/inter-agency and community networks, partnerships and committees to promote nursing knowledge and contribute to population health promotion.
- fosters an environment that encourages reflective practice.
- coordinates/facilitates interdisciplinary plan of care.

- acts as a consultant and expert in standards to improve delivery of patient/resident/client care.
- develops/participates in the assessment of patient/resident/client response to therapy.
- develops/participates in the outcome evaluation data to improve the delivery of patient/resident/client care.
- plans, provides and coordinates patient/resident/client/family teaching for a defined group of patient/resident/clients.
- demonstrates expert skills in the formal and informal consultation with nursing and all disciplines.
- demonstrates cultural competence, making resources available to those from diverse backgrounds.

RESEARCH

- acts as a principle investigator or participates in research relevant to area of responsibility.
- critically analyzes research literature and recommends changes in the clinical practice and/or program delivery services within the appropriate forum.
- integrates evidence based nursing, medicine and critical inquiry into practice.
- demonstrates knowledge of qualitative and quantitative research methods.
- demonstrates and promotes a spirit of critical inquiry with regards to client care matters.
- assesses and identifies relevant researchable clinical practice problems with staff.
- provides consultation to nurses, other healthcare professionals and community members regarding research activities.
- complies with relevant codes of ethics when participating in research projects.
- evaluates the impact of various programs and interventions upon the health of the population and on nursing practice.
- facilitates utilization of research findings into clinical practice by health team members.

EDUCATION

- participates in learning needs assessment to promote professional development of nursing peers and other health professionals.
- contributes to the development of educational programs/resources to assist nursing peers and other health professionals to identify, prioritize, and provide quality care for defined populations.
- assists in the skill development of nurses including clinical, problem solving, critical thinking and leadership.
- identifies individual and system facilitators and barriers to professional education.
- monitors and evaluates the effect of professional educational activities in collaboration with management on the quality of patient/resident/client care.
- provides clinical supervision, education and mentoring for undergraduate and graduate nursing students.
- acts as a resource and support for educators and/or educational initiatives within the program.

PUBLICATION AND PROFESSIONAL LEADERSHIP

- disseminates specialty knowledge of research findings through presentation and/or publications at local, regional, national and international level.
- engages in activities to promote role of CNS.
- contributes to the development of theoretical base for nursing care by communicating practice experience and/or research findings via the literature.
- demonstrates leadership skills, expertise, and in depth knowledge bases consistent with advanced nursing practice.
- acts as a role model and clinical expert in the area of clinical specialty.
- participates and provides leadership on committees related to care delivery, policy and procedure development, clinical practice guideline development, research, education and professional development.
- anticipates future changes (needs, technology, changing system, professional development) and recommends appropriate changes/implications.
- identifies and facilitates quality improvement initiatives related to clinical practice.

SUPPORT OF SYSTEMS

- participates in local and national decision-making around health policy issues.
- collaborates in the development of strategic and program planning and evaluation to foster innovation.
- assists management with the development, implementation and evaluation of standards of nursing practice for a defined group of patient/resident/clients.
- provides specialized knowledge and skills to assist in clarifying issues, exploring options, and facilitating change.
- provides consultation to other healthcare institutions, educational institutions, and policy makers regarding the delivery of quality patient/resident/client care.
- provides consultation to community groups and patient/resident/client populations regarding healthcare issues within area of expertise.
- uses a population health, community development approach in planning, developing and implementing health promotion and illness prevention strategies/programs.
- works collaboratively with individuals and groups to improve the health and well being of the population by engaging in a broad range of community development strategies including organizational capacity building, intersectoral networking and local area development.

INTERPROFESSIONAL PRACTICE

- seeks out, integrates and values as a partner, the input and the engagement of the patient/client/resident/family/community in designing and implementing care and services.
- understands one's own role and the roles of other health providers and uses this knowledge appropriately to establish and achieve patient/client/resident/family/community goals.
- understands the principles of team work dynamics and group/team processes in order to enable effective interprofessional collaboration.
- applies leadership principles that support a collaborative practice model including shared decision-making and accountability for one's own actions.
- communicates with other health providers in a collaborative, responsive, and responsible manner.
- engages self and others including the patient/client/resident/family in a positive manner and constructively address disagreements as they arise.

OTHER

- develops and implements an education plan to maintain clinical competency.
- adheres to all safety and health regulations and safe work practices.
- may be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.

INCUMBENT'S SIGNATURE

SUPERVISOR'S SIGNATURE

VICE PRESIDENT AND CHIEF NURSING OFFICER'S SIGNATURE