CLINICAL NURSE SPECIALIST
CONGENITAL HEART DISEASE SERVICE
1. **JOB PURPOSE**

To provide optimal nursing care to patients with congenital heart disease conditions. This encompasses families and carers; including psychosocial assessment, crisis intervention, counselling, supportive therapy, behaviour modification, care management and patient education. In collaboration with key stakeholders the post holder will participate in the implementation of the National Clinical Care Programme objectives.

2. **PRINCIPAL ACCOUNTABILITIES**

2.1 Clinical Focus

**Direct Care**

- Work with ward staff in the assessment, planning, implementation and evaluation of nursing care to patients with congenital heart disease conditions to increase health gain and quality of life.
- Promote a therapeutic safe care environment which maintains and supports patient dignity, respect, privacy and independence.
- Ensure hospital policies and procedures and national guidelines pertaining to this patient cohort are followed.
- Initiate treatments according to agreed protocols and within agreed time parameters.
- Provide specialist advice and guidance to those with concerns relating to condition and treatment.
- Educate in relation to options of care and treatments available.
- Provide face-to-face & telephone advice, for patients with queries relating to their diagnosis, treatments, and or services available.

**Indirect Care**

- Establish clear referral patterns to, and lines of communication with the multidisciplinary team and relevant professionals (e.g. general practitioners, public health & practice nurses) and act as an expert practitioner to seek improvements in care.
- Contribute to the planning and organisation of patient clinics within the hospital setting +/- community units.
- Develop a network of contacts and communication links with other professionals in this specialised field.
- Assist ward based staff with discharge planning arrangements.
- Be actively aware of current procedures, policies and standards in relation to care and contribute to formulating +/- updating these.
- Contribute to team discussions regarding admissions and treatment priorities.
- Coordinating investigations, evaluating and following up on clinical care issues.
- Demonstrate knowledge of risk management issues, identifying risks and implementing safe practice standards.
- Know the HIQA Standards as they apply to this role. E.g. Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
2.2 Patient Advocate

- Be a patient/staff advocate at professional and patient interest group meetings and represent their concerns, issues, decisions.
- Assist in meeting the psychological, emotional and informational needs of patients and their families at the time of diagnosis and throughout treatment.
- Demonstrate effective communication skills and convey information as appropriate with patients, families/carers.
- Be a first line contact to staff with queries relating to care of patients with congenital heart disease conditions and promote the concept of best practice.

2.3 Education and Training

- Plan, co-ordinate and initiate structured and impromptu educational opportunities to facilitate staff development and patient education.
- Evaluate educational needs of patients & staff in conjunction with Ward Manager/Clinical Leads.
- Develop, implement and evaluate teaching packages for patients and their relatives to optimise patient care outcomes. Encourage involvement of family members in the teaching process.
- Attend mandatory training and comply with educational requirements for optimal personal & professional development.

2.4 Audit and Research

- Conduct and participate in research and clinical audit to improve standards of care.
- Evaluate the effectiveness of patient care initiatives undertaken and make improvement recommendations.
- Participate in and implement initiatives for streamlining care delivery.
- Contribute to nursing, medical and HSCP education in the care management of this patient cohort.
- Maintain effective nursing records and regularly evaluate these records.
- Continuously self-appraise own work and constantly strive to enhance the quality of patient care.
- Contribute to service development and planning

2.5 Consultative

- The CNS will have detailed knowledge of the care and treatment of patients with congenital heart disease conditions and related disorders.
- Act as a professional resource to multi-disciplinary team members and other care providers in this specialised care arena.
- Provide a leading role in planning and evaluation patient care.
- Demonstrate commitment to enhancing the quality, efficiency and effectiveness of care.
- Provide a consultation service for patients ensuring privacy and confidentiality at all times.
3. GENERAL RESPONSIBILITIES

- Adhere to all hospital policies and procedures.
- Ensure good time management at all times.
- Make viable recommendations for the development of the post.

4. GENERAL INFORMATION

Reporting Relationship
- Professionally accountable to the Director of Nursing
- Report to the Directorate Nurse Manager
- Clinical Issues: Consultant(s) in Congenital Heart Disease

Hours of Duty
- Monday-Friday (39hrs/wk)
- Start-Finish times as required necessary to the post (as per Directorate Nurse Manager)

Annual Leave: As per national agreement.

5. KNOWLEDGE AND EXPERIENCE

EDUCATION
- A clinical expert through formal qualification (Degree/Masters) and extensive clinical experience pertinent to Congenital Heart Disease care.

EXPERIENCE
- Current Registered Nurse with BACE (Bord Altranais agus Cnáimhseachais na hÉireann).
- Minimum of five years post registration experience in area of related progressive responsibility.
- Post registration qualifications or clinical experience relevant to performing the role of CNM2/CNS (Congenital Heart Disease related care).

SKILLS/ABILITIES
- Leadership skills to effectively manage and direct staff and services
- Ability to analyse complex problems and develop practical solutions
- Excellent verbal, written and communication skills appropriate to audience and situation
- Advanced clinical assessment skills and willingness to foster these skills in others
- Experience of working within a multidisciplinary team, with an emphasis on service delivery, quality of care and team cohesion.
- Experience in service development/project management
- Excellent IT skills – Word, Excel, PowerPoint
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<th>ESSENTIAL ATTRIBUTES</th>
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<tr>
<td>Education to degree level</td>
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<td>Effective leadership skills</td>
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<td>At least 5 years senior clinical experience</td>
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<td>Evidence of successfully managing change</td>
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<td>Good understanding of principles and practice of managing performance</td>
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<td>Awareness of budgetary management</td>
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<td>Displays personal credibility and assertiveness</td>
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<td>Excellent verbal and written communications</td>
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<td>Ability to analyse complex problems and propose realistic solutions</td>
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<td>Dynamic, flexible, personality capable of inspiring confidence</td>
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<td>Enthusiastic and positive with a ‘can do’ approach</td>
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<td>Interacts well with colleagues and staff</td>
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<td>Evidence of continued professional development</td>
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<td>Evidence of a quality focussed approach to care</td>
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<td>Understanding of recent developments in the HSE</td>
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<td>Promote and maintain professional standards and work within the Scope of Practice Framework as per BACE (Bord Altranais agus Cnáimhseachais na hÉireann).</td>
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**NOTE**: This role specification is for guidance only and will change over time and according to circumstances. The successful candidate will be required to provide Congenital Heart Disease Nurse cover and will undertake additional duties and responsibilities as requested by the Directorate Nurse Manager/Director of Nursing.