Recognition of the Clinical (Nurse) Specialist in New Zealand

Kelly A Goudreau PhD, RN, ACNS-BC, FAAN
June 20, 2015

“Our Potential, Our Future”
New Zealand Clinical Nurse Specialists
Auckland, New Zealand
Objectives

• Truly examine what a CNS is and could be
• Examine current issues that can/will impact role definition – burning platform?
• Define roles and responsibilities in recognition of the role
• Define the “mission impossible”
What is a Clinical Specialist/Clinical Nurse Specialist?
What is a CNS?

• These clinicians are **experts** in **evidence-based nursing** and practice in a range of specialty areas, such as oncology, pediatrics, geriatrics, psychiatric/mental health, adult health, acute/critical care, and community health among others. In addition to direct patient care, CNSs also engage in **teaching, mentoring, consulting, research, management and systems improvement**. Able to adapt their practice across settings, these clinicians **greatly influence outcomes** by providing **expert consultation** to all care providers and by implementing improvements in health care delivery systems (American Nurses Association, 2004).
The CNS has a unique APRN role to integrate care across the continuum and through three spheres of influence: patient, nurse, system. The three spheres are overlapping and interrelated but each sphere possesses a distinctive focus. In each of the spheres of influence, the primary goal of the CNS is continuous improvement of patient outcomes and nursing care. Key elements of CNS practice are to create environments through mentoring and system changes that empower nurses to develop caring, evidence-based practices to alleviate patient distress, facilitate ethical decision-making, and respond to diversity. The CNS is responsible and accountable for diagnosis and treatment of health/illness states, disease management, health promotion, and prevention of illness and risk behaviors among individuals, families, groups, and communities.
What is a CNS?

clinical nurse specialist a registered nurse with a high degree of knowledge, skill, and competence in a specialized area of nursing, and usually having a master's degree in nursing
Clinical Nurse Specialist in Canada

The Clinical Nurse Specialist is a nurse with a Masters or Doctorate degree from a nursing program, with a clinical specialty area who functions in the sub-roles of practitioner, leader, consultant, educator, and researcher.

(Canadian Nurses Association, 1993)
New Zealand

- The CNS role is well established in the District Health Boards....but the qualifications and role descriptions are particular to employers. No national data is collected about CNSs so the exact number is unknown (National Nursing Organisation, 2014)
“...few areas of consensus were found regarding the essential requirements for the CNS role and there were inconsistencies in how the roles were defined, most notably concerning requirements for postgraduate qualifications and Professional Development Recognition Programmes. Thematic analysis of the documents generated four key areas relevant to the CNS role. These described the CNS as a leader, a clinical expert, a co-ordinator and an educator. The findings indicate that the CNS role is inconsistently defined in New Zealand, particularly with respect to the postgraduate qualifications required and what is meant by ‘expertise’.”

Governments, have a responsibility to provide legislation which recognises the distinctive and autonomous nature of nursing practice including a defined scope of practice that is reflective of nurses’ capabilities as well as flexible and responsive to the dynamic nature of health care delivery and the public’s health care needs.

National nurses associations (NNAs) with regulatory authorities have a responsibility to seek support for such legislation and to help nurses understand their defined scope of practice. (ICN, 2013)
Educational preparation?
Recognition of the role
Burning platform....or ambition?

- Demographics of nursing in NZ – grey gorillas versus neophyte nurses
- Patient outcomes/outcomes of care
- Growing burden of chronic disease and a rapidly ageing population
- Others?
Demographics of nursing in NZ

• 57% of current workforce is likely to retire by 2035
Patient Outcomes/Outcomes of care

• One systematic review of CNS practice has been published (Newhouse et al., 2011) – based on US definitions
  ▫ 11 studies met criteria for inclusion (4 RCT and 7 observational)
  ▫ Demonstrated favorable outcomes for patient satisfaction, reduced length of stay, lowered cost, and fewer complications
NZ issues with efficiency of care?

Efficiency rating per 191 WHO member nations

- UK
- Canada
- US
- NZ
Quality of care/patient outcomes?


- shorter stays in emergency departments
  - 95% of pts will be in ED <6 hours - currently 94%
- improved access to elective surgery
  - >volume of surgeries benchmark 100% - currently 107%
- shorter waits for cancer treatment
  - >85% will receive care w/in 62 days – currently 66%
- increased immunization
  - >95% of 8 mo old have immunizations – currently 94%
- better help for smokers to quit
  - >95% of pts will receive smoking cessation counselling – currently 89%
- more heart and diabetes checks
  - >90% will have had checks within last 5 years – currently 87%
Growing burden of chronic illness

• Most significant cause of death (63%) worldwide
• Even in African nations, chronic diseases are rising rapidly, projected to exceed communicable, maternal/perinatal, and nutritional diseases as the most common causes of deaths by 2020
• Chronic diseases cause premature deaths under age 60: 13% in high income countries 29% in low middle income countries
Chronic diseases represent a major fiscal and productivity risk for the economies of low, middle, and high income countries.

Chronic diseases increase income inequities, deplete household wealth, increase health spending and lower labour productivity.

Most countries will not be able to address chronic disease challenge with medical care alone: Prevention is critical.
• Ageing population in general

• People are living longer and more likely to experience chronic conditions more common at older ages, including neurological diseases

• Living with chronic diseases earlier in life

• Aboriginal peoples at higher risk
Others..? Describe here!
Burning ambition yet?
What next?

• What steps do you need to take?

• How do you go about it?

• Who will lead the charge?
Your processes....as I understand them!

- PDRP – competence based programme that assesses nursing practice, recognises levels of practice and supports ongoing professional development.
- National Nursing Consortium: Specialty Practice Standards development and approval framework
- Decision to expand practice is with the employer? Legislature?
Steps to Take....

• Define the role through a consensus process
  ▫ Need a leader for this...
• Bring the role definition to your legislature
  ▫ Per WHO guidelines
• Ensure title protection as defined
  ▫ CNS title should only be for those who meet the criteria defined in the consensus process
• Prescriptive authority?
• Challenge current thinking...if you choose
Regulation of nursing practice for public safety relies on shared accountability
Dr. Holloway’s Model (2011)

Figure 6.1 Health Care Context Model for Nurse Specialist
### New Zealand Registered Nurse Knowledge and Skills Framework

**Nursing Council of New Zealand Domains of Practice**

- Professional responsibilities
- Management of nursing care
- Interpersonal relationships
- Interprofessional healthcare & quality improvement

#### Breadth & Depth of Knowledge

<table>
<thead>
<tr>
<th>All nurses</th>
<th>Many nurses</th>
<th>Some nurses</th>
<th>Few nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessment</td>
<td>Pathophysiology</td>
<td>Interventions</td>
<td>Medications</td>
</tr>
<tr>
<td>Health promotion</td>
<td>Context of care</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Aspects of Care

- Provision of effective health care service
- Measurement of effective health care outcomes

#### Levels of Service

#### Post Registration Education Pathway

- BN/RN
- Post-registration/Postgraduate Studies
- Postgraduate Diploma Masters

---

**Continuing Professional Development**
Who will lead?
How?
References


