

Finding a new way forward, unlocking your potential



Ka mua, ka muri
Walking backwards into the future

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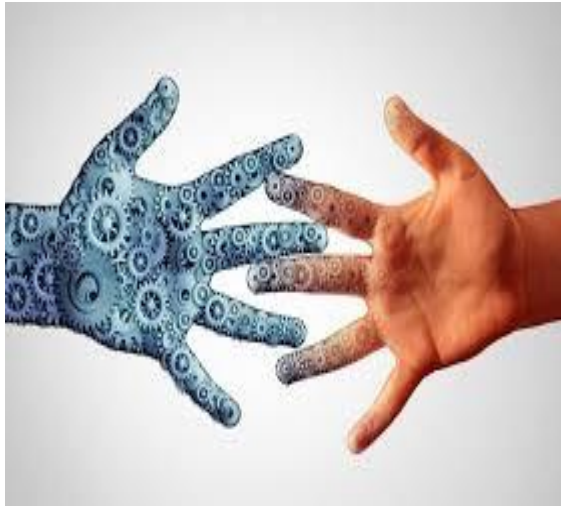
All people and their whānau, regardless of their background, can achieve their best possible health

- Achieving equity in health outcomes
- Embedding Te Tiriti o Waitangi across the health sector
- Keeping people well in their communities
- Developing the health workforce of the future
- Ensuring a financially sustainable health system
- Laying the foundations for the success of the future health system

Interim Government Policy Statement (July 2022)

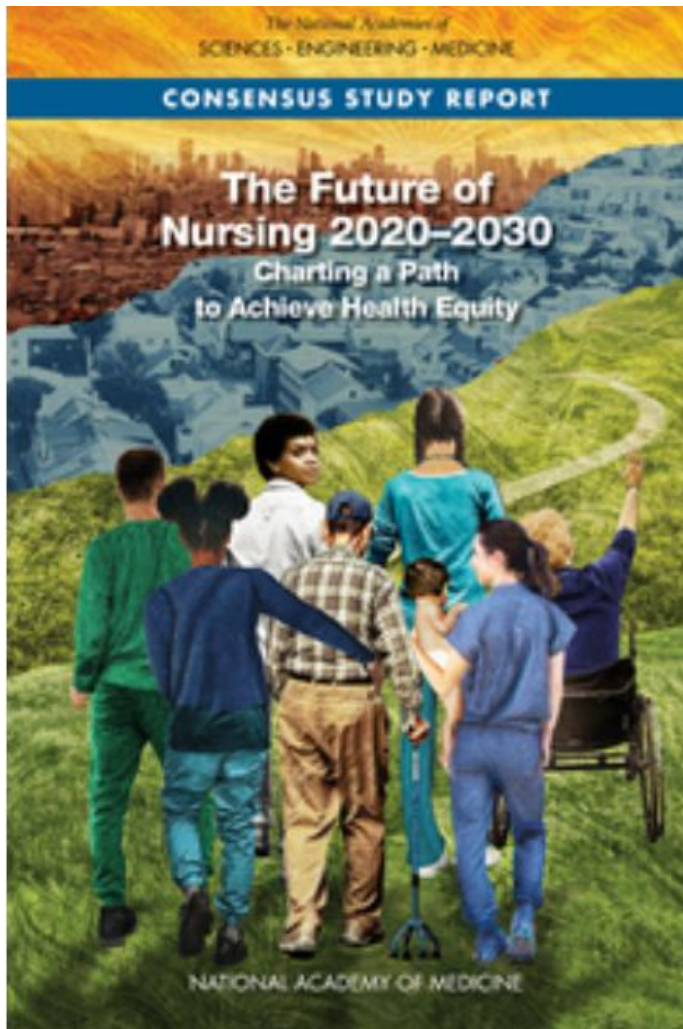
<https://www.health.govt.nz/new-zealand-health-system/health-system-reforms/interim-government-policy-statement>

The context of healthcare



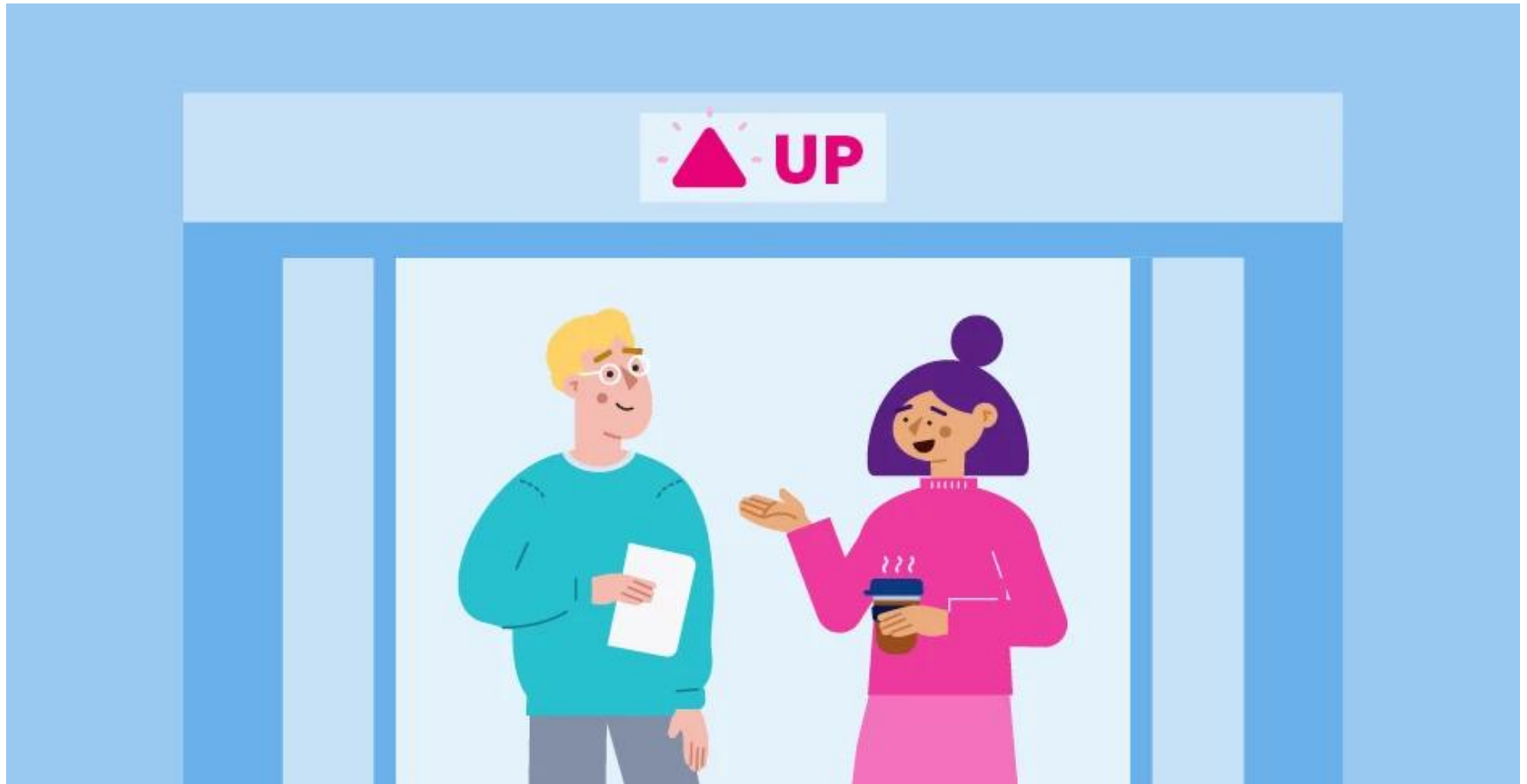
- An ageing population
- People living longer with more complex needs
- Greater demand for more complex healthcare
- Rising costs of providing and accessing health services
- An ageing and reducing health workforce

The Future of Nursing



- Support nurses to advance health equity
- Promote nurse's health and wellbeing
- Capitalise on nurses' potential
- Value nurses' contributions

What is your CNS elevator pitch?



Some questions to help

- What do you do all day in your CNS role?
 - How do you know and show that it makes a positive difference?
 - What would other members of the health care team have to know and do to provide the same service?
- Adapted from Philip Darbyshire's Fab 4 questions <http://philipdarbyshire.com.au/media/UK-Fab-4-masterclass1.jpg>

Three spheres of impact

National Association of Clinical Nurse Specialists (2020)



Patient/client sphere

- CNSs provide direct care to patients and clients, focusing on:
 - Comprehensive assessment
 - Evidence-based practice
 - Patient Education
 - Care coordination
- CNSs also work to improve patient outcomes by:
 - Developing and implementing clinical protocols
 - Conducting research
 - Participating in quality improvement initiatives

Nurses and nursing practice sphere

- CNS's serve as mentors, educators, and role models for nurses as they:
 - Provide clinical expertise and support
 - Facilitate the implementation of evidence-based practice
 - Promote professional development
 - Conduct research on nursing practice
- CNS's also contribute to the advancement of nursing practice by:
 - Developing and disseminating nursing standards
 - Participating in professional organizations
 - Advocating for the nursing profession

Organization/system sphere

- CNSs play a key role in improving the effectiveness of healthcare organizations. They:
 - Participate in quality improvement initiatives
 - Conduct research on system-level issues
 - Develop and implement clinical protocols
 - Provide consultation and support to other healthcare professionals
- CNSs also contribute to the effectiveness of healthcare organizations by:
 - Participating in strategic planning
 - Advocating for patient-centered care
 - Promoting the use of technology

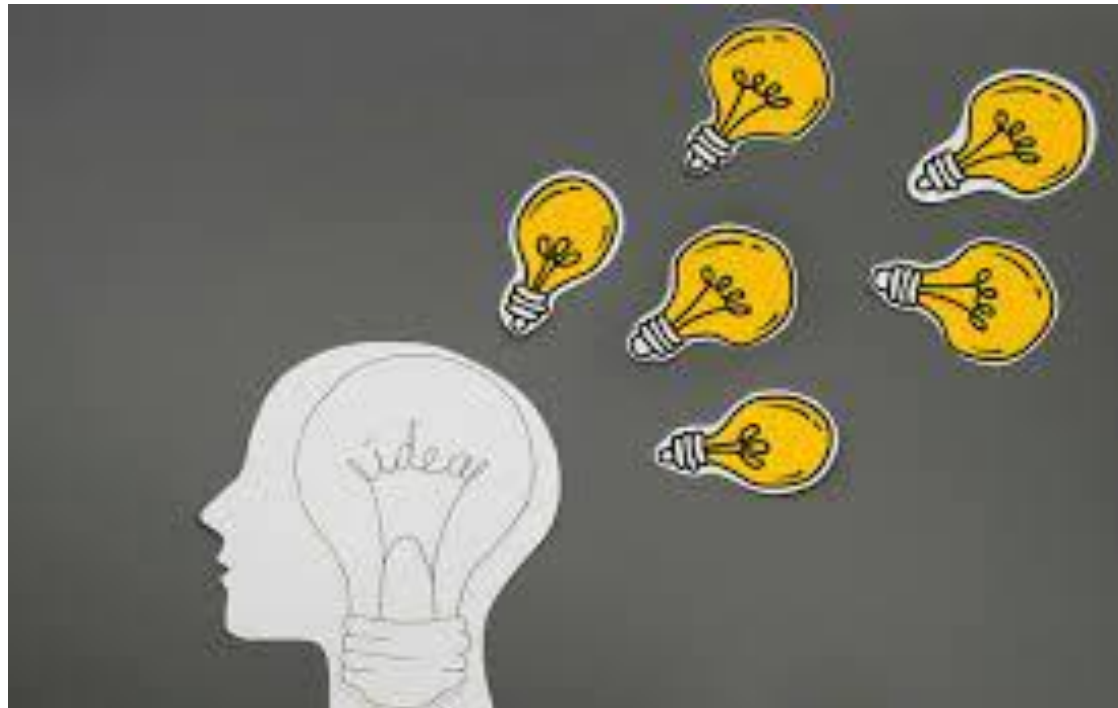
CNS roles in NZ

Spheres of impact	CNSSNZ definition
Patient/Client	A CNS utilises advanced nursing knowledge, evidence-based research and critical thinking to influence nursing practice and improve patient outcomes
Nurses and nursing practice	<p>A CNS is a clinical leader who oversees clinical care and is involved in research, education and policy development at local and national level.</p> <p>A Clinical Nurse Specialist (CNS) is an experienced Registered Nurse who works as a clinical expert in a specialised area of healthcare</p> <p>The CNS role is underpinned by postgraduate study at master's level</p>
Organisation/systems	<p><i>A CNS utilises advanced nursing knowledge, evidence-based research and critical thinking to influence nursing practice and improve patient outcomes</i></p> <p><i>A CNS is a clinical leader who oversees clinical care and is involved in research, education and policy development at local and national level.</i></p>

CNS roles in NZ

Spheres of impact	Generic CCHV CNS PD - Key Accountabilities
Patient/Client	Provides safe and expert patient care
Nurses and nursing practice	Works collaboratively to ensure safe and effective care delivery Provides effective nursing leadership Advances nursing and practice through research and scholarship
Organisation/systems	Enhances inter-professional healthcare and provision of quality services

Ideas for consideration



Capability rather than Competence

Holloway 2011

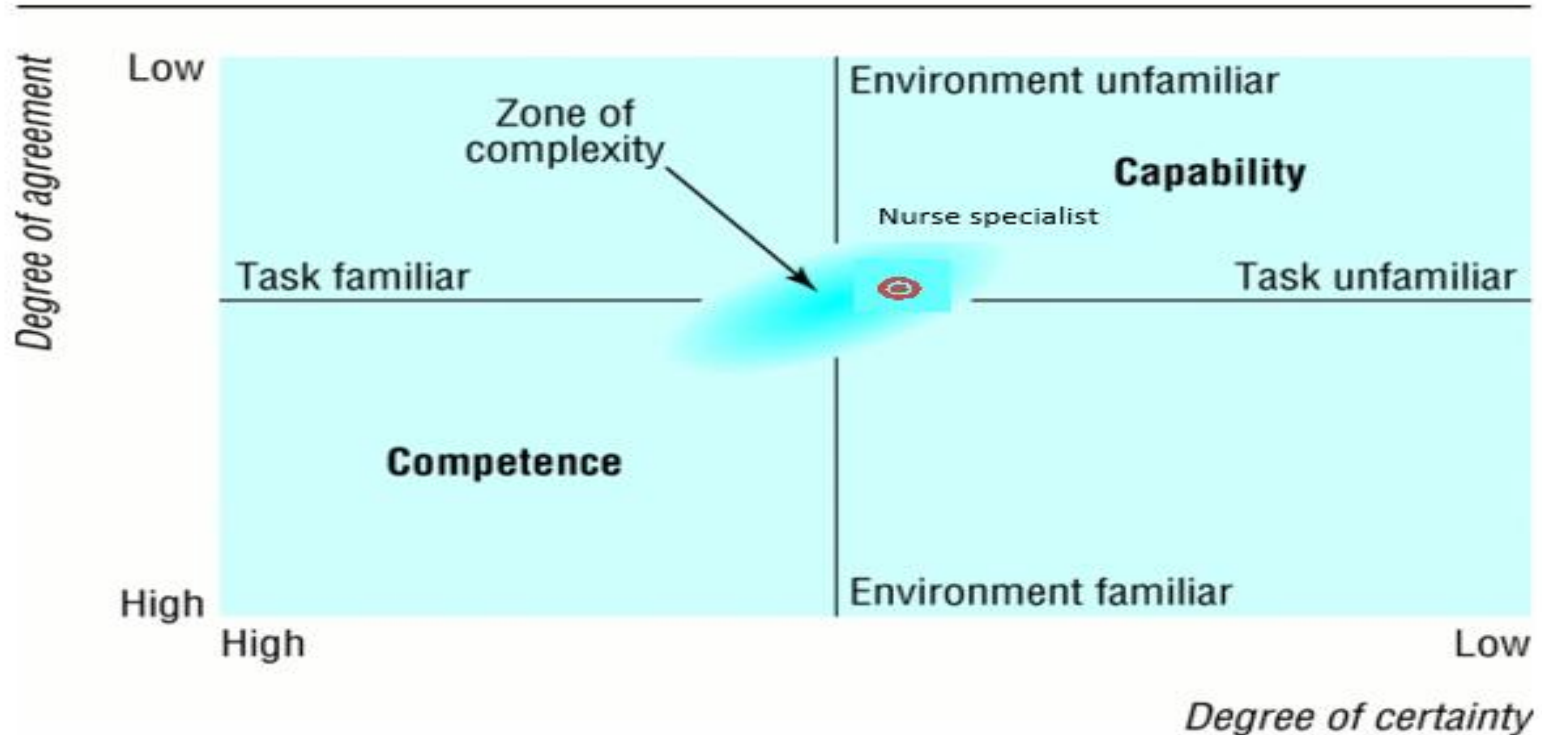
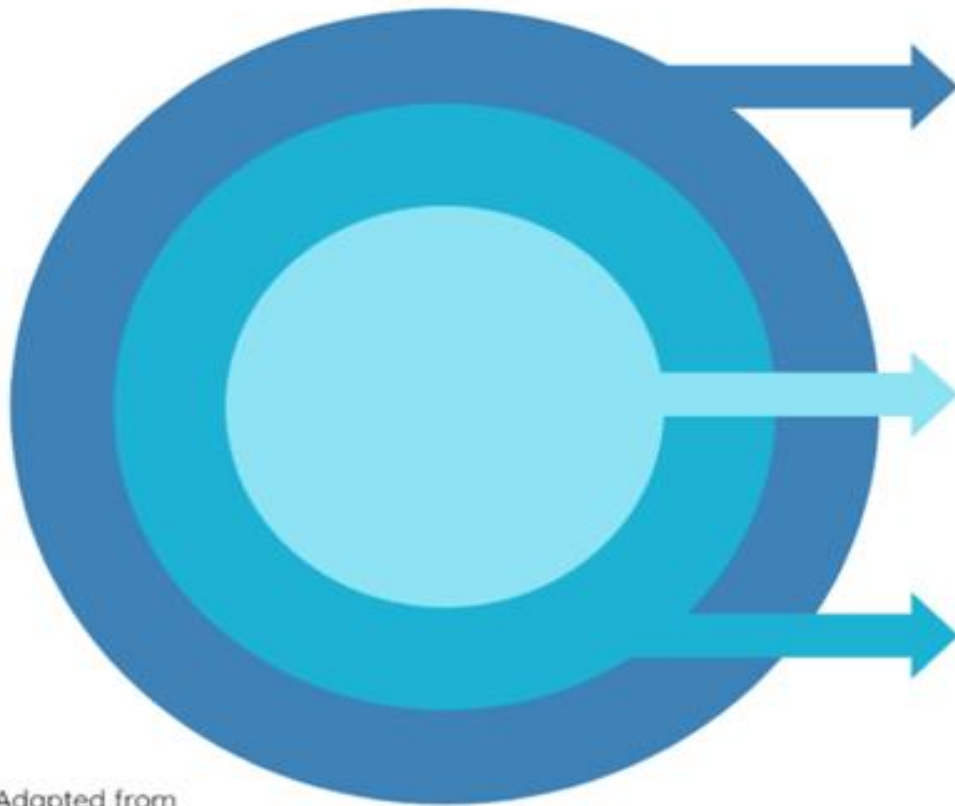


Figure 7.1 Complexity Zone and the Nurse Specialist

Work your circles of influence



Sphere of concern

Everything you are concerned with or care about, regardless of your power of control

Sphere of control

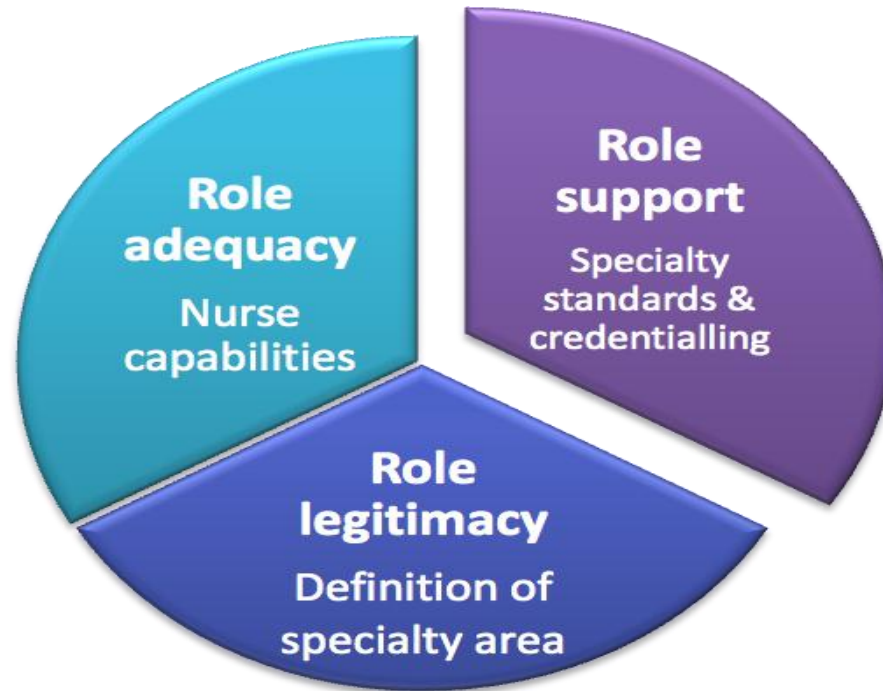
Everything you can directly control.
Control = Awareness + Choice

Sphere of influence

Everything you can influence outside of your direct control (via relationships, networks, etc)

Adapted from
Covey et al 1992

The New Zealand Nurse Specialist Framework *(Holloway 2011)*



Consider supporting the development of specialist nursing standards



Holloway, K. & MacGeorge, J. (2017). National Nursing Consortium: Guidance for the development of Specialty Nursing Standards. Wellington.

My elevator pitch

- Clinical Nurse Specialists are expert registered nurses who work as leaders within interprofessional teams to holistically support people and their whānau with chronic, acute and complex health concerns. *(System, Patients and Nurses)*
- The demand for specialist health services is outstripping current supply and nurse specialists are a critical part of the solution. *(System and Nurses)*
- Nurse specialists can provide nurse-led services to improve access and outcomes for underserved populations. *(System, Patients and Nurses)*
- Current workforce planners need to work with clinical nurse specialists to clarify the utilisation, recruitment and retention of these expert clinicians to maximise their contribution to the equity goals of the health system. *(System and Nurses)*

What next?

“Would you tell me please
which way I ought to walk from here?”
“That depends a good deal on where
you want to get to,” said the Cat.
“I don’t much care where-” said Alice.
“Then it doesn’t matter which way
to walk,” said the Cat



Carroll, L. (1958) Alice's adventures in wonderland

References available on request