

FUNCTIONAL STATEMENT: REGISTERED NURSE
Clinical Nurse Leader
Tennessee Valley Healthcare System
Nashville, Tennessee

A. Qualifications

The Clinical Nurse Leader (CNL) is a graduate from a program accredited by the National League for Nursing Accrediting Commission (NLNAC), or the Commission on Collegiate Nursing Education (CCNE), and has met registered nurse (RN) licensure requirements for practice in accordance with VHA Directive 5102.1, Appendix B, Nurse Qualification Standards, dated 11/10/99.

B. Education and Experience Requirements

Masters in Nursing OR

Masters degree in related field and completion of post graduate education/training specific to CNL role.

2-3 years clinical nursing experience is also required with demonstration of advanced clinical competencies specified for the CNL role.

C. Scope of Practice

The Clinical Nurse Leader (CNL) develops a high level of clinical practice, leadership and skills to improve/coordinate patient care for an adult population. Practice settings may include Critical Care, Primary Care, Acute Care, Mental Health and/or Geriatrics. The practice of each CNL is based on knowledge, experience, and research, expected to impact patient outcomes in the assigned area and for the facility. The CNL executes position responsibilities that demonstrate leadership, experience, and creative approaches in the management of complex patient care.

D. Role Responsibilities and Accountabilities

The CNL is directly responsible to Nurse Manager in the assigned area and is responsible and accountable for the coordination of care for a culturally diverse veteran population. The CNL possesses the knowledge and skills to effectively apply all aspects of the nursing process and care management principles within a collaborative, interdisciplinary practice setting, which will then enable effective implementation of health promotion and prevention practices, management of acute and chronic illnesses, and attainment of appropriate lengths of stay and most effective level of care. The CNL will demonstrate knowledge and skills necessary to provide

cost effective care. This includes understanding changes associated with aging and principles of growth and development relevant to the adult and geriatric population.

The CNL meets all mandatory requirements for assigned area and will perform activities that reflect the educational, experiential and competency requirements outlined in the nine (9) dimensions:

- * Nursing Practice
- * Quality of Care
- * Performance
- * Educational/Career Development
- * Collegiality
- * Ethics
- * Collaboration
- * Research
- * Resource Utilization

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Associate Director, Patient Care Services

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FUNCTIONAL STATEMENT CLINICAL NURSE LEADER

A. PRACTICE: Provides leadership in the application of the nursing process to client care, organizational processes and/or systems, improving outcomes at the unit or service level.

- Practices autonomously to provide holistic assessments of patients. Uses data to design individually tailored interventions, evaluations, and readiness for discharge. This includes assessing for risks and physical and cognitive, initiate collaborative plans of care and evaluate outcomes.
- Counsel's patients to monitor symptoms and guides patient actions related to health maintenance strategies and self-care.
- Collaborates/consults with patient and other care providers to direct plan of care.
- Articulates differences in responses to illness and therapies considering individual's cultural, ethnic, socioeconomic, linguistic, religious and lifestyle preferences.
- Utilizes a repertoire of strategies to care for and manage a person's symptoms, and includes at the end of life.
- Provides supervision of clinical care to ensure effective outcomes in complex patient populations.
- Routinely schedules rounds to ensure the diffusion of evidenced based nursing practice.

B. QUALITY OF CARE: Initiates interdisciplinary projects to improve organizational performance.

- Initiates and evaluates interdisciplinary processes and projects, to include protocol development.
- Provides timely evaluation and analysis of sentinel events and near misses,
- Actively analyzes aggregate data to evaluate clinical and business practices with inter- and intradisciplinary teams.
- Designs and implements measures to modify risk improve client safety and reduce nursing errors.
- Improves patient satisfaction.
- Evaluates the appropriate use of products in the delivery of health care.

C. RESEARCH: Leads research and other evidence-based endeavors or activities to improve care.

- Uses evidence as a foundation for practice and changes in practice.
- Uses appropriate research methods to collect evidence to improve patient care.
- Applies evidenced based protocols for implementation within the intradisciplinary team.
- Synthesizes literature and research findings to design interventions for select patient and/or population problems.

D. PERFORMANCE: Uses professional standards of care and practice to evaluate unit programs and/or service activities

- Develops and applies nursing standards and guidelines to clinical practice.
- Functions as a resource person in the formulation, review and revision of unit policies and procedures.
- Uses patient outcome data to measure achievement of clinical outcomes.
- Contributes to the achievement of applicable performance measures.

E. EDUCATION/CAREER DEVELOPMENT: Implements an educational plan to meet changing programs or service needs for self and others. Maintains knowledge of current techniques, trends and professional issues.

- Serves as a clinical resource.
- Advances knowledge by attending conference/seminars/workshops, attending rounds and/or lectures to increase knowledge base and expertise.
- Initiates and/or assists in the development, implementation and evaluation of patient education and staff development programs.
- Delegates, supervises and evaluates the performance of others in the delivery of nursing interventions.

F. COLLEGIALITY: Coaches colleagues in team building. Makes sustained contributions to health care by sharing expertise internally and externally to the Medical Center.

- Works collaboratively with all members of the healthcare team including other advanced practice nurses, physicians, social workers, chaplains, dietitians, and pharmacists to develop and trend performance improvement indicators.
- Serves as a mentor/preceptor to staff and/or students.
- Demonstrates ability to work effectively with patients, professional and supportive personnel, both internal and external to the organization.
- Demonstrates knowledge of health care policy and regulatory processes.

G. ETHICS: Provides leadership in identifying and addressing ethical issues that impact patient and staff, including initiating and participating in ethics consultations

- Advocates for patient/family rights related to all facets of care.
- Supports the American Nurses' Association Code of Ethics and VA Patient Bill of Rights.
- Safeguards patient privacy and maintains confidentiality of patient information.
- Promotes Medical Center mission, vision and values; complies with EEO programs, partnership, customer service standards and VA policies and procedures.

H. COLLABORATION: Uses group process to identify, analyze, and resolve care problems. Communicates and collaborates with the interdisciplinary team to ensure coordinated patient care.

- Interacts with patients/family/significant others and members of the interdisciplinary team, consistently demonstrating skilled communication techniques.
- Shares knowledge and advanced skills with others.
- Uses management skills and principles to provide and supervise practice within specific episodes and across episodes of illness and disease.

I. RESOURCE UTILIZATION: Manages program resources to facilitate safe, effective and efficient care.

- Integrates care provided by all healthcare providers including community resources, social networks and decision support mechanisms to facilitate discharge.
- Promotes practices to reduce bed days of care and cost effective use of resources.
- Determines nursing implications and accountabilities when new evidence or clinical technologies are discovered.