

GRAND JUNCTION VA MEDICAL CENTER
PATIENT CARE SERVICES

Functional Statement
Staff Nurse, Nurse III (Clinical Nurse Leader)
Primary Care Services

NAME: Janet J. Jones, RN **RATING PERIOD:** 09/16/2008 to 09/16/2009

QUALIFICATIONS:

Current, active, full and unrestricted registration as a Registered Nurse (RN) and meets licensure requirements for practice in accordance with VA Handbook 5005/27, Part II, Appendix G6, **Nurse Qualification Standards**.

The Clinical Nurse Leader (CNL) has a Master's Degree in Nursing (MSN) or Post-Graduate Clinical Management Program with didactic and supervised preceptorship by a Board Certified Clinical Nurse Leader. CNL must be certified by the American Association of Colleges of Nursing (AACN). BLS Certification required.

SUPERVISORY CONTROLS:

The **Staff Nurse** is directly responsible to the Associate Chief Nursing Service (ACNS) Primary Care Services.

RESPONSIBILITIES:

The CNL uses the nursing process and evidence-based practice to work collaboratively with the **Core Team** (Patient, Primary Care Provider, RN Care Manager and Patient Care Technician) and **Expanded Team** (family/caregiver, internal and community-based services involved in providing care to the patient) in developing the patient-driven holistic care plan for life. The CNL, as a member of the expanded team, promotes patient and family health education with a focus on self-management, prevention, and wellness, based on the patient's goals. The CNL is responsible for the lateral integration of patient care, i.e., assessing patient needs and accessing expertise across healthcare disciplines. As a change agent, promotes an environment that embraces new knowledge, innovations and improvements. Fundamental aspects of the CNL role include: leadership in the care of patients; standardization of care; identification, delegation and oversight of care delivery and outcomes. The CNL refines data systems to identify trends and opportunities for improvement.

SCOPE OF PRACTICE:

The RN CNL is an advanced generalist who functions at the microsystems level. The CNL directs and can provide comprehensive preventative and wellness care, as well as the spectrum of acute, episodic, chronic and end-of-life care to Veterans. The CNL collaborates for the improvement of patient care outcomes in the Primary Care Medical Home. The CNL executes position responsibilities that demonstrate clinical leadership, experience, and creative approaches to the management of patient care across microsystems. The CNL serves as a mentor and consultant to healthcare staff involved in patient care.

The Scope of Practice of the **Staff Nurse** is defined by the four dimensions outlined in the Nurse Qualification Standards and is specific to the grade as follows:

Nurse III: Executes position responsibilities that demonstrate leadership, experience, and creative approaches to management of complex client care.

PROFESSIONAL DIMENSIONS:

PRACTICE DIMENSION (Practice, Ethics, Resource Utilization)

- Provides leadership in implementation and evaluation of guidelines, professional standards and policies that impact patient care in the Primary Care Medical Home.
- Develops and promotes systems to improve access and continuity of care.
- Uses advanced clinical knowledge and critical thinking skills to mentor staff in planning, implementing and evaluating interventions that improve patient outcomes.

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- Uses clinical knowledge and skill and a variety of information technologies including clinical databases, to anticipate risk, perform risk assessments and other surveillance strategies to customize interventions and promote achievement of health related outcomes and patient safety.
- Designs and provides age and population specific health promotion and risk reduction strategies.
- Translates evidence-based research into practice to ensure that patients benefit from the latest innovations in nursing science.
- Uses knowledge of health organizations, systems, policy leadership and change to develop, implement and coordinate evidence-based standards, policies and procedures.
- Participates in system review to critically evaluate and assess resource utilization and safety issues with care teams and updating life plans accordingly.
- Serves as a resource and advocate in the protection of patient and family rights. Effects change through advocacy for the profession, interdisciplinary health care team and the patient.
- Maintains privacy and confidentiality of all patient information, including electronic, print, and conversations.
- Serves as an expert resource to implement and teach skills, including motivational interviewing to promote patient self-management toward patient-driven holistic care plan for life.
- Provides patient-driven care in a safe, efficient and cost-effective manner, using evidence-based principles.

PROFESSIONAL DEVELOPMENT DIMENSION (Education/Career Development, Performance)

- Maintains knowledge of current techniques, trends and professional issues in the Primary Care Medical Home.
- Serves as a professional leader in the system of healthcare delivery and embraces lifelong learning.
- Participates in professional organizations that support advancement of the CNL role and the nursing profession, resulting in high quality, cost-effective health care.
- Functions as a change agent to maintain expertise and enhance role performance of self and others.
- Considers the economic, legal and political factors that influence healthcare delivery when developing the patient-driven holistic care plan for life.
- Serves as a mentor/preceptor for students. Completes mandatory reviews, including motivational interviewing, in order to promote patient self management toward individualized life plan of care.
- Educates colleagues and/or students and serves as a preceptor and/or mentor.

COLLABORATION DIMENSION (Collegiality, Collaboration)

- Demonstrates professional behavior (i.e., respect, civility, ability to accept constructive criticism), effective communication and interpersonal skills.
- Actively participates in interdisciplinary groups to coach, educate and serve as a resource to all direct care providers in the care of the complex patient.
- Shares expertise within and beyond the facility through leadership and active participation on task forces, committees and professional affiliations.
- Maintains a work environment that honors diversity.

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SCIENTIFIC INQUIRY DIMENSION (Quality of Care, Research)

- Develops and/or monitors data systems that reflect patient care outcomes affected by changes in the patient-driven holistic care plan for life.
- Initiates and participates in quality improvement activities that result in staff accountability and improved outcomes.
- Utilizes current research to validate and/or change health care practice at the microsystem level.
- Provides leadership in the implementation of performance improvement tools and methodologies to advance the quality of patient care.
- Makes sustained contributions to the body of nursing science through teaching and/or publishing activities.
- Follows infection control and medical center policies, including reusable patient equipment.
- Promotes patient and personnel safety.

CUSTOMER SERVICE REQUIREMENTS

Meets the needs of customers while supporting VA missions. Consistently communicates and treats customers (Veterans, their representatives, visitors, and all VA staff) in a courteous, tactful, and respectful manner. Provides the customer with consistent information according to established policies and procedures. Handles conflict and problems in dealing with the customer constructively and appropriately.

AGE, DEVELOPMENT, AND CULTURAL NEEDS OF PATIENTS REQUIREMENTS

Provides care and/or services appropriate to the age of the patients being served, adult and geriatric. Assesses data reflective of the patient's status and interprets the information needed to identify each patient's requirements relative to their age-specific, developmental, and cultural needs.

COMPUTER SECURITY REQUIREMENTS

Protects printed and electronic files containing sensitive data in accordance with the provisions of the Privacy Act of 1974 and other applicable laws, federal regulations, VA statutes and policy, and VHA policy. Protects the data from unauthorized release or from loss, alteration, or unauthorized deletion. Follows applicable regulations and instructions regarding access to computerized files, release of access codes, etc., as set out in the computer access agreement that the employee signs.

Janet J. Jones, RN

Date

**Michelle Mountfort, RN, MSN, MBA/HC
ACNS/Primary Care Services**

Date

**Ilene Roby, RN, MSN, NEA-BC
AD/Patient Care Services**

Date