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SHINING A LIGHT ON CLINICAL NURSE SPECIALISTS

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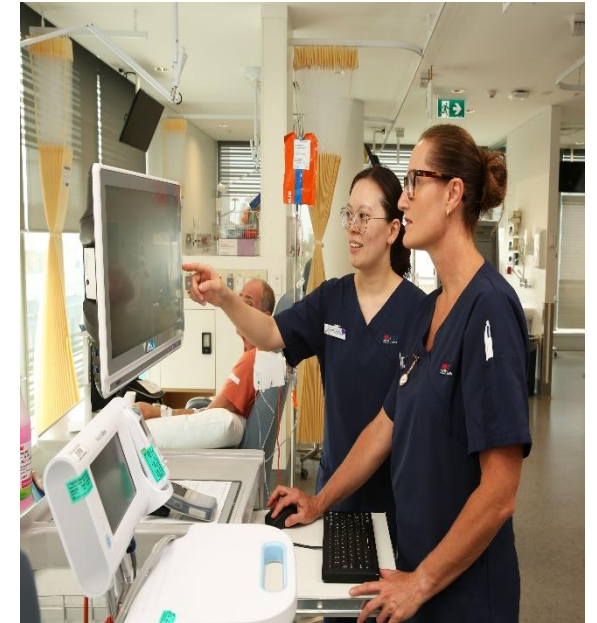
WHAT IS A CLINICAL NURSE SPECIALIST?

“Registered Nurse who applies a high level of clinical nursing knowledge, experience and skills in providing complex nursing care directed towards specific areas of practice, a defined population or defined service area, with minimum direct supervision”.

They must satisfy minimum criteria:

- Post registration qualification
- Four years post grad experience with 3 years in the relevant specialist field.

(Clinical Nurse Specialist Award POWH)



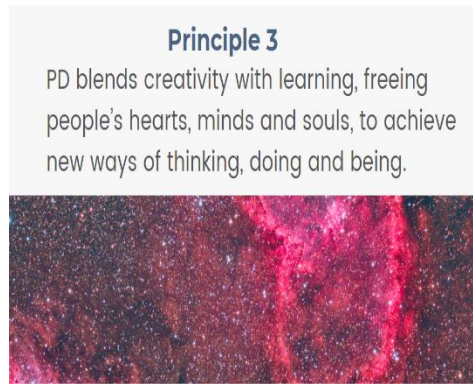
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Florence Nightingale: The First Clinical Nurse Specialist

“Like Nightingale’s practice, the CNS role is independent and broad, influencing informed decision-making across changing environments, needs of populations, needs of organisations, budgetary appropriations, and regulatory mandates.

Clinical nurse specialists are flexible and creative, adjusting their roles as Nightingale did when she leveraged her limited resources in the face of one crisis after another”.

(Phylliss Whitehead, 2020)





NURSING EDUCATION
WORKFORCE & RESEARCH

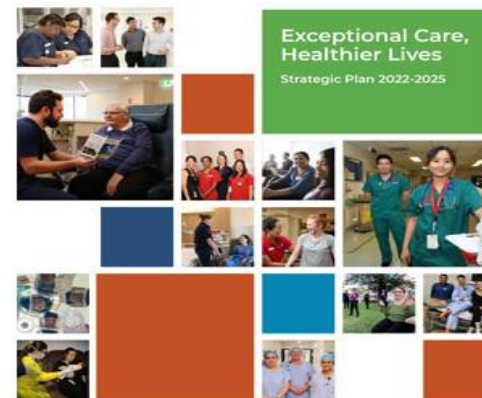
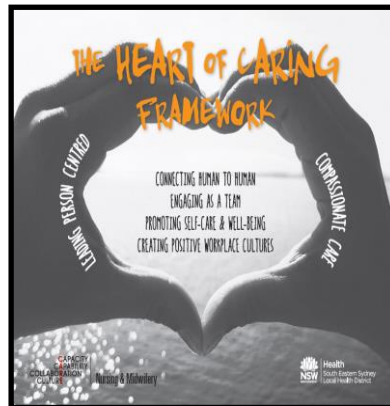
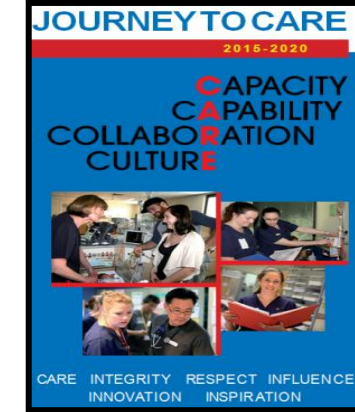
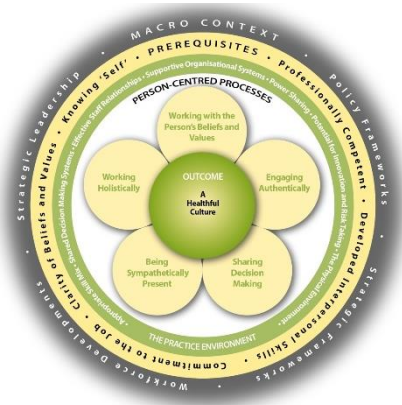


OUR VISION.

**Facilitating workforce
capacity and capability
through strategy,
learning and research
to achieve person-
centred outcomes.**



The Macro Level and Strategic Support of the CNS Program



POWH NURSING BUSINESS PLAN FY 2021/22



Workforce wellbeing

We will create an environment where our people will be accountable and can be happy, well and supported to reach their potential.

To provide a development opportunity for CNS1 to develop skills required within the leadership domain of role.	Deliver a CNS Development Program	<ul style="list-style-type: none">- Attendance at planned sessions 2021- Evaluation of program by participants	NE professional Development	Ongoing
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CNS PROFESSIONAL DEVELOPMENT @ POWH



252 Clinical Nurse Specialists
currently employed at POWH

- Provide educational and developmental opportunities for CNS 1
- Create a space for CNS's to network and share learning and experiences
- Showcase the role of CNS and the professional pathway it provides



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CNS PROFESSIONAL DEVELOPMENT PLANNING THE JOURNEY BEGINS

AIM: Identify and enable co-creation of professional development opportunities for the CNS group for 2020 and beyond

October 2019 - A multi method educational needs analysis was conducted:

- Electronic survey
- Facilitated focus group

Over 80 CNSs attended



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WHERE DID WE START? THE SURVEY!

- What do you see as the key responsibilities of a CNS?
- What are the most important education, training and professional development opportunities that could be provided to a CNS?
- How else can we promote and profile the CNS role?
- The way forward – How can we keep networking and growing?



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WHAT OUR CNS'S THINK THEIR RESPONSIBILITIES ARE – SURVEY AND FOCUS GROUP

- Providing Education
- Bedside teaching / being a resource person
- Research / conference presentations
- Mentoring staff
- Providing leadership and being a clinical leader
- Quality and Safety Projects



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WHAT CAME NEXT – CNS PROFESIONAL DEVELOPMENT FORUM



WHAT WE ASKED AND WHAT WE HEARD.....



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WHAT DID WE ASK?

What are the most important education, training and professional development opportunities that could be provided to a CNS?

Attending
Conferences
/ Study leave

Suite of
relevant
education

Being
involved in
project
management,
Q&S and
research

(AIM, Coaching,
Leadership,
Effective
teaching, Clinical
Supervision,
Mentoring)



Time to put
together
presentations
/posters/in-
services

Resources
(software,
equipment,
support)

Succession
Planning
(CNE/CNC/NUM)

Communication
(challenging
conversations,
debrief)



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WHAT DID WE ASK?

How else can we at the POWH promote/profile the CNS role?

Regular CNS Meetings/
Forums / Training &
education Group /
Council Representation

Collaborating with
other CNS's to share
knowledge and skills

Increased CNS
involvement in
Leadership Meetings



Directory of CNS's
Including speciality
/ Sharing
resources / in-
services

Role Modelling
/ Prioritising
CNS within
specialities

CNS Page on
internet / Web
page



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WHAT DID WE ASK?

How else can we keep networking and growing?

Regular development forums (quarterly) with DON

Collaborating with Projects in and out of own unit

Developing Q & S Projects/ Presentations



Blog / Intranet page with photos / social activities / Newsletter / WhatsApp / Facebook

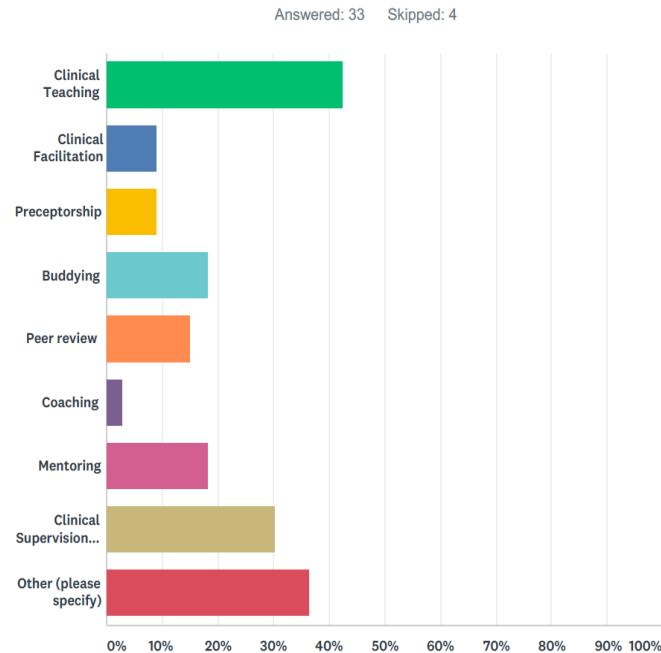
Developing in-services and sharing across campus

Liaising with other Hospitals / Districts to ascertain best practices



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OUTCOMES / RESULTS – Clinical Supervision



CNSs were engaged with some form of **CLINICAL SUPERVISION**



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CNS PROFESSIONAL DEVELOPMENT – Launch of the Workshops!



**Clinical Nurse Specialist
Professional Development
Workshops 2020**

AS SPACES WILL BE LIMITED PLEASE REGISTER WHICH
WORKSHOP/S YOU WOULD LIKE TO ATTEND BY EMAILING: SESLHD-
PrinceofWales-NERUAdmin@health.nsw.gov.au

14th September - Facilitation - Helping others to do
their best thinking
19th October - Exploring and developing the
leader within you
2nd November - Clinical Teaching at the point of
care
16th November - Clinical Supervision - your role
my role
7th December - Project management and
research skill development

1430- 1530
Edmund Blackett Building



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EVALUATION HIGHLIGHTS – Key Learning



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2021 EVALUATION OF PROGRAM

- 75% - Professional development sessions they attended met their needs
- 70% - interested in joining a Clinical Supervision Group
- 60% -Face-to-Face Sessions

Principle 6

PD uses inclusive evaluation to integrate evidence from process and outcomes of transformation.



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2021 EVALUATION OF WHOLE PROGRAM

WHAT IS THE ONE THING YOU HAVE CHANGED OR IMPLEMENTED FROM THE SESSION?

- Taking responsibility
- Skills for teaching
- My attitude to my job / change in attitude to work
- Mentoring new staff
- Project Management and Research skill development
- Reinforced the good that we do

Principle 1

PD is fundamentally about person-centred practice that promotes safe and effective workplace cultures, where all can flourish.



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CONTINUING THE JOURNEY IN 2022

- Running the same education sessions throughout the year
- Development of CNS specific webpage
- Framework for CNS Clinical Supervision group – future capacity building



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TAKE HOME MESSAGE

1. CNS as Leaders – Support organisational quality and safety cultures
2. CNS Professional Development – Creating a dynamic team of future clinical leaders
3. CNS Professional Development – Profiles and celebrates the work and accomplishments of the CNS
4. Ongoing Needs Analysis - Identifies future professional development and learning priorities
5. CNS Clinical Supervision and Networking – a key to continued professional development



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**Thank YOU to all the CNSs
who work at the POWH**

**“Every time I come to work I try my best to find something I can improve upon”
CNS**