



Getting to Know the Public Health Clinical Nurse Specialist: Leadership in Action

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Region of Waterloo
PUBLIC HEALTH

Building Healthy and Supportive Communities

Presentation Overview

- Objectives
- History of CNS
- Review of the Literature
- Creating a Culture of Excellence
- The Role of the Clinical Nurse Specialist (CNS) and the Nurse Specialist (NS) in Public Health
- Implications
- Conclusions
- Questions



Objectives



- To increase understanding in how to build a case for the role
- To increase understanding of role of Clinical Nurse Specialist (CNS) and the Nurse Specialist (NS) in public health
- To explore key learning's from experiences of CNS/NS in public health

History of CNS



- 1900 Specialization - Nightingale
- 1940 Nurse Clinician - Reiter
- 1965 Expertise in patients with complex patterns of care - Peplau
- 1973 First position paper printed - Canadian Nurses Association
- 1995 Nursing Practice Functions - Kupina

Review of Literature

- Scope of everyday CNS accomplishments not completely captured in published work (Fulton & Baldwin, 2004)
- Role not well understood (Robertson & Baldwin, 2007)
- Lack of understanding and much of work behind scenes (Lewandowski & Adamle, 2009)



CNS in Community Setting

- Limited research articles about CNS in community/public health setting (Robertson & Baldwin, 2007)
- A Clinical Nurse Specialist in Community Health Nursing addresses problems in populations and communities in different ways to compliment care of the client (Hemstron et al., 2000)



Key Characteristics of Role in Public Health

- Core Competencies for Public Health in Canada (PHAC, 2008)
- Public Health Nursing Discipline Specific Competencies (CHNC, 2009)
- Public Health-Community Health Nursing Practice in Canada: Role and Activities (CPHA, 2010)



CNS Criteria/Roles



- RN with master's or doctoral degree
(Robertson & Baldwin, 2007)

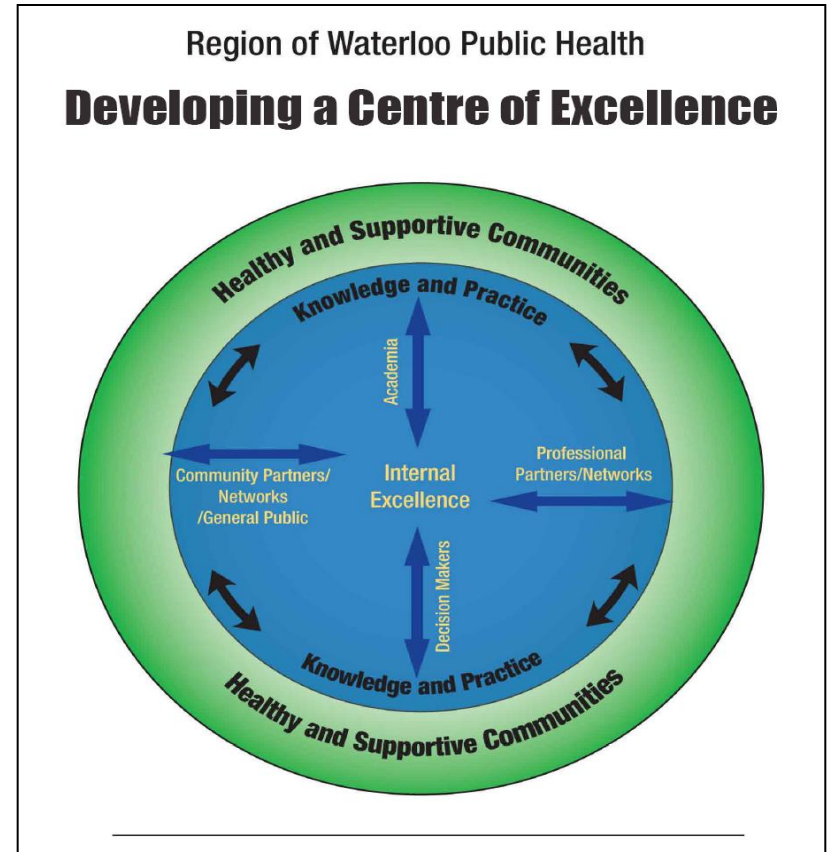
 - Expertise in a clinical setting
 - Leader
 - Clinician
 - Consultant
 - Educator
 - Researcher
- (CNA, 2009)



History of Role in Waterloo Public Health

ROWPH Drivers:

- Chief Nursing Officer (CNO)
- Culture of Excellence Model
- NPC supportive environment for nurse



Areas of Practice



- Support of care management of complex and/or vulnerable populations
- Educate and support interdisciplinary staff
- Facilitate change and innovation within health care system (Lewandowski & Adamle, 2009)

Role Differences

- Clinical Nurse Specialist
 - VPD, SHHR, ID, EP

- Nurse Specialist (Child Health)
 - Assessment, Service Coordination, CFHP, CSD, EP and RH



Inspire

■ Leadership

- ❑ Clinical Service Coordination
- ❑ Hospital & other community partnerships
- ❑ Casual PHN staff
- ❑ Project management/lead
- ❑ Preceptorship program

■ Knowledge Transfer

- ❑ Staff training, routine and special needs
- ❑ External partner training
- ❑ Written internal/external communications
- ❑ Evidence-based practice



Inspire



■ Nursing voice

- ❑ Nursing Practice Committee
- ❑ Pearls of Wisdom
- ❑ Consult with staff on practice issues and vice versa
- ❑ Recognition of Professionalism in staff
- ❑ Participation in professional bodies

Inspire

■ Social Justice

- Breastfeeding such as Early Breastfeeding Contact and Baby Friendly Initiative
- New Student Orientation to Determinants of Health and Access and Equity training
- Member of Prenatal Steering Committee and Hospital Quality Council
- Support of transition to new clinical model and access to priority populations



Inspire

■ Change agent

Internal:

- ❑ Bring practice issues of nurses forward to management
- ❑ Assistance with new College of Nurses Quality Assurance program
- ❑ Literature reviews
- ❑ Policy development



External:

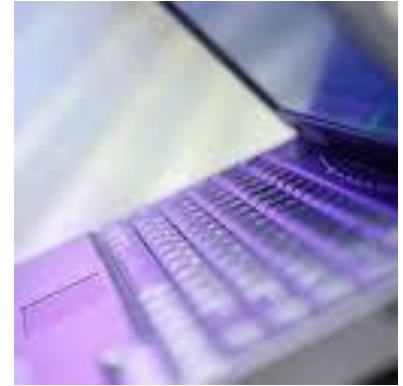
- ❑ Training for community partners
- ❑ Physicians training to include community concerns
- ❑ Prenatal and perinatal workshop for professionals
- ❑ Student training
- ❑ Link with schools of nursing

Additional Resources

- Canadian Nurses Association: Speciality Certification in Community Health
- Orientation: Transition to Public Health Nursing Toolkit (Simpson, Kniahnicki & Quigley-Hobbs, 2010)
- Public Health Agency of Canada: Skills Enhancement Courses free of Charge
- Other?



Implications



- Advance practice of public health nursing as a speciality
- Advance the practice of the CNS/NS in field of public health

Conclusions

- Supportive environment
- Variety of roles within every public health setting
- Opportunities to continue to advance in the public health nursing specialty
- Continue to define the scope of practice
 - more research
 - sharing of learning experiences
 - anecdotal reports



Questions?



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