

N-CARE, DO YOU?

DIFFERENTIATING THE CLINICAL NURSE IV ROLE IN THE PERI-ANESTHESIA UNIT

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Background Information: Memorial Sloan Kettering is committed to the professional development of nurses, as exemplified by our longstanding clinical career ladder program (CN I-CN IV). In 2014, a task force comprised of all levels, called the Nursing Career Advancement and Recognition of Excellence Program (N-CARE), was convened. Their purpose was to determine best practices and to restructure the clinical career ladder with the goals of enhancing professional development, empowering nurses and ensuring succession planning. The revised CN IV role requires the following: an extensive application and interview process, a BSN and specialty certification, identifying a track (Operations, Education and Practice). CN IVs manage complex patient care situations, serve as unit resources, demonstrate leadership skills, and embrace excellence in nursing practice.

Objectives of Project: In 2014, the Peri-anesthesia Unit was selected to pilot the effectiveness of the differentiated role of the CNIV.

Process of Implementation: A kickoff retreat was held with the Nurse Leader, Nurse Educator and the eight CNIVs from the M2 Peri-anesthesia platform. The CN IVs were asked to choose a track, review job descriptions and define goals. The CNIVs completed a self assessment and were provided educational opportunities to improve competencies. Non clinical time was identified as a critical component to the successful implementation of the expanding role. CN IVs received one non clinical day per week, accounting for 33% of their time. This was backfilled by two additional full time employees. In addition to monthly CN IV meetings, each track would meet regularly with the Nurse Leader, Clinical Nurse Specialist or Educator.

Statement of Successful Practice: Under this program, operation CN IVs manage unit operations; their responsibilities include participation in improving work flows, interviewing, hiring, conducting evaluations, and providing progressive discipline. Practice CN IVs review, improve, and disseminate changes in policy and procedures. Education CN IVs maintain competencies and organize and approve inservice days and conferences.

Implications for Advancing the Practice of Peri-anesthesia Nursing: This new program allowed us to achieve our unit specific goals. Differentiating the role of the CN IVs in the Peri-anesthesia unit has empowered the CN IVs to participate in decision making, allowed for greater professional development, and supported succession planning for future Nurse Leaders, Clinical Nurse Specialists, and Nursing Professional Development Specialists.