

Implementation of the Clinical Nurse Leader Role at Moffitt Cancer Institute



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Introduction

H. Lee Moffitt Cancer Center & Research Institute

- A National Cancer Institute-designated Comprehensive Cancer Center (the only one in Florida)
- 9 Inpatient Units, 162 Inpatient Beds
- 14 Disease Oriented Program Clinics

“The CNL is the driver of the patients’ progression of care through their hospital experience, aiding in the transformation from an uninvolved to involved state, moving them from uninformed to informed and ultimately assisting them from a dependent to independent state.” Tachibana, 2007

Indication of Need for CNL

- Complex Patient Care Needs
- Higher Patient Acuity Level
- Lack of Care Coordination
- Fragmented Patient Care
- Extended Length of Stays
- Pay For Performance
- Hospital Report Cards
- Safety initiatives
- Translational Nursing
- Gap in new staff/grad transition to competent clinical care



Goal

Plan for Implementation of the Clinical Leader / Advanced Clinical Leader (CL /ACL) role on 3 North / 3 South

Method

Form partnership with USF College of Nursing Clinical Nurse Leader (CNL) Program

Theoretical Model: Dr. Jean Watson's Theory of Transpersonal Caring

Caring is often the measure by which patients evaluate the “cure”-dominated experience.



Elements of the Implementation Model

12 Bed Hospital unit

- Team Nursing
 - Same staff always work together
- Modular Nursing
 - Same unit, Same CL, Same staff
- Primary Nursing
 - CL coordinates for 24/7 patient care for all patients in group
- Care Coordination
 - CL is the integrator of care

ACL/CL Role Description and Responsibility

Clinical Leader

- BSN Required
- Clinical Ladder III or Above
- Certification in Specialty within 12 Months
- Successful Completion of USF Leadership Program
- 3 Years Acute Care Experience
- Excellent Customer Service and Communication Skills
- Works Laterally with Patient Care Manager
- Reports Directly to Unit Director
- Utilizes Nursing Process
- Mentors New Staff and Recent Nursing Graduates
- Promotes Evidence Based Practice (EBP)
- Part of Unit Performance Improvement Team

Advanced Clinical Leader additional requirements

- MS in Nursing (CNL, CNS, ARNP)
- Clinical Ladder 4 or 5
- Certified as CNL or in Specialty
- Responsible to implement EBP and measure outcomes
- Leads performance improvement initiatives at microsystem level
- Evaluates Process Performance regularly
- Responsible for data collection on core measures
- Participates in unit -based research

Expected Measurable Outcomes

- Improved Patient Satisfaction
- Improved Safety Outcomes
- Decreased morbidity and mortality due medical errors
- Improved Patient Care Coordination
- Improved Nurse / Physician Relationships
- Increased Nursing Retention
- Increased Nursing Satisfaction and Job Enjoyment
- Decrease Length of Stay
- Avert Unplanned Readmissions

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