

# Clinical Nurse Specialist Selection Criteria

Applicants must meet one of the below requirements and be employed either full time or part time.

1. Appointed to the grade of a Registered nurse with either specific post basic qualifications and 12 month's Experience working in the clinical area of her/his specified post basic qualification, and is responsible for clinical nursing duties

OR

2. A minimum of four years post registration Experience, including three years' Experience in the relevant specialists field

Applicants must be able to demonstrate a minimum of one criterion in each of the following three sections.

## 1. Clinical Skill

- Higher level of skill demonstrated in clinical decision making – in particular in problem identification and solution, and analysis and interpretation of clinical data;
- Maintenance and improvement of clinical standards.

## 2. Professional Behavior

- Positive role model
- Act as a mentor or preceptor to less experienced nurses, including graduate nurses;
- Support of, and contribution to, quality improvement and research projects with the area of practice and ward/unit/department;
- Acting as a resource person to others in relation to clinical practice.

## 3. Professional Development

- Membership of a relevant professional body, and ability to demonstrate and document:
  - A. Learning from a journal article, or attendance at a conference or seminar, or reflection on seminar or conference papers; or
  - B. Participation in effective learning activities relevant to their learning needs; or membership of a sub-grouping of the professional association relevant to their area of practice.
  - C. membership of a sub-grouping of the professional association relevant to their area of practice;
- Contribution to the education of other professionals, for example, being willing to provide at least one in-service education program each year.
- Undertaking own planned professional development and competence through various forms of continuing education, for example, conferences, study days, formal study, reading.