

Eastern Health

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| Position Title: | Registered Nurse / Midwife |
| Award Classification: | Registered Nurse / Midwife |
| Award / Agreement Name: | Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 Victorian Public Mental Health Services Enterprise Agreement 2016-2020 |
| Position Reports to: | Nurse / Midwifery Manager or delegate |

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socioeconomic status, population and healthcare needs.



POSITION PURPOSE

The ICU Liaison Nurse is a clinical expert who acts as a resource for ward staff involved in the management of patients with complex care needs. S/He aims to minimise relocation stress for patients and their relatives following transfer from the ICU and will respond to clinical deterioration calls synthesizing assessment data into plans of nursing care for complex patients. S/He may act as an ACCESS nurse to enable timely admission to an available ICU bed.

As an EH ICLN the preferred model is minimum 3 shifts as ICLN with concurrent minimum 2 shifts clinical bedside ICU care to enhance the EH service model.

KEY ACCOUNTABILITIES

| Healthcare Excellence |
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| <ul style="list-style-type: none">• Coordinate the transfer of patients to the ward including the development of ICU discharge plan procedures and strategies.• Liaise with ward staff regarding the specific care initiatives required of those patients.• Assess the immediate and ongoing physical, clinical and psychosocial needs of the patients both on transfer and on the ward.• Identify patients at risk of clinical deterioration and liaise with medical and nursing team as to best management for the patient.• Assist with the care of patients with complex needs on the ward whilst a bed is being made available in a critical care area.• Respond to referrals for patient assessment from nursing, medical and allied health staff and assist with management of these patients.• Establish a relationship with the patient and their family whilst in ICU and provide follow-up visits in the ward.• Liaise with multi-disciplinary team regarding patient care requirements.• Liaise with other health professionals, department and community groups involved with patient discharge to enable smooth transition.• Provide feedback to ICU staff regarding patient progress on the ward.• Encourage collaboration and open communication between ward and ICU.• Role model expert clinician and leadership skills• Assist with development of clinical documentation forms• Assist with review of hospital policies and procedures• Involvement with committees such as Clinical Deterioration Committee as directed by ICU NUM. |
| Leading in Learning |
| <p>By acting as a clinical resource and support person for staff both in the ICU and on the ward, the ICU Liaison Nurse will:</p> <ul style="list-style-type: none">• Provide information, ideas and clinical education pertaining to the management of patients discharged from ICU• Provide formal and informal education for ward and ICU staff• Provide an appropriate level of patient and family education |
| Leading in research and innovation |
| <ul style="list-style-type: none">• Maintain database systems to monitor patient demographics, diagnosis and prognosis, dates of readmission/discharge from ICU.• Monitor complications associated with patient progress as well as shortfalls in staffing numbers/skill mix that may impact on the patient's quality of care. □ Provide monthly reports on agreed KPIs• Participate in quality improvement activities eg. audits, committees, surveys, mortality morbidity meetings.• Assist with research projects |

A Values-Based, Safe Workplace

- Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health.
- Staff are required to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace.
- Recognise and deter potential risk which may jeopardize your health, safety and wellbeing.
- Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines.
- Identifies and reports all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.
- Required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.
- Implements harm minimisation and risk assessment strategies for at-risk individuals.
- Treats all employees of the organisation with respect and dignity and without discrimination or harassment.
- Complies with NMBA Code of Professional conduct and professional standards.

Quality

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

KEY SELECTION CRITERIA

Qualifications:

Essential:

- Bachelor of Nursing or other recognised equivalent formal qualification leading to condition free registration in Australia
- Registration with the Nursing and Midwifery Board of Australia (NMBA) via AHPRA
- Post Registration or Post Graduate qualification in Critical Care nursing

Experience:

- Demonstrated clinical skills aligned with experience and scope of practice, at least 5 years' experience in Critical Care nursing
- Advanced clinical and patient assessment skills
- Demonstrated interpersonal, and leadership skills
- Previous experience in a similar role or at senior clinical level

Knowledge and Skills:

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| <p>☐ Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.</p> <ul style="list-style-type: none"> • Awareness and understanding of National Standards and Accreditation Standards. • High level communication, written and verbal, with demonstrated high level of inter personal skills with consumers, their families and all health care professionals. • Commitment to ongoing professional development. • Computer literacy and embracing of health technologies and informatics. |
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| <p>Personal Attributes:</p> <ul style="list-style-type: none"> • Exhibit behaviour which reflects the Eastern Health values and NMBA Codes and Standards. • Promote and contribute to a supportive and engaged team environment. • Committed to providing a safe environment for all. • Respectful, collaborative and kind. |
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VALUES

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| <p>Eastern Health Values</p> <p>These values represent and describe the very heart of our organisation and what we stand for – all employees are required to abide by the Eastern Health Values: Patients First</p> <ul style="list-style-type: none"> ✓ Kindness ✓ Respect ✓ Excellence ✓ Agility ✓ Humility <p>Prior to accepting any offer of employment, prospective employees will be required to undertake a National Criminal Check.</p> |
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Attachments:

- ☐ Attachment 1 – EH Nursing & Midwifery Domains of Practice Professional Framework

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive. Staff employed by Eastern Health may, by negotiation, be required to work at any campus or facility of Eastern Health.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

I confirm I have read, understood and accepted the Position Description and associated attachments.

Employee Name:

Employee Signature:

_____ Date: _____

ATTACHMENT 4 – NURSING & MIDWIFERY DOMAINS OF PRACTICE

The **Nursing Midwifery Domains of Practice** resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives; comprehensive patient care, support of systems, education, research and professional leadership. (See summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3)

Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed.

Table 1: Summary of Behaviour Levels

| Novice | Advanced Beginner | Competent | Proficient | Expert |
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| Works within a known and stable context , consulting when abnormalities arise before taking action | Works within a known and stable context , consulting when abnormalities arise | Acts independently in routine situations within scope, and responds to known dilemmas | Acts independently in complex situations within scope, and responds to unknown dilemmas | Provide vision and direction and shape and implement strategies and initiatives that enable others to perform as required |

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation. Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Table 2: Domains of Practice

| Domains of Practice | | | | |
|---------------------------|--------------------|-----------|----------|-------------------------|
| Direct comprehensive care | Support of systems | Education | Research | Professional leadership |

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| <ul style="list-style-type: none"> • Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care | <ul style="list-style-type: none"> • Planning for the Future • Safety and Quality • Recruitment & Retention | <ul style="list-style-type: none"> • Education of patients & families, relationship building • Own professional education • Professional education of others | <ul style="list-style-type: none"> • Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research | <ul style="list-style-type: none"> • Professional conduct • Accountability |
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