

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant – Stomal Therapy and Wound Management
Award Classification:	Registered Nurse/Midwife, Clinical Consultant C CAPR4(1) CAPR4(2)
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Position Reports to:	Operationally Deputy Director Operations – Surgery and Anaesthetics Box Hill Hospital Professionally to the site program Director of Nursing

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is a leading metropolitan public health service in Melbourne where nurses and midwives are supported to grow and develop within the profession. At Eastern Health, we provide opportunities for nurses and midwives, as valued health care professionals, to achieve the highest level of nursing and midwifery excellence. Eastern Health spans several campuses and provides a comprehensive range of high quality acute, sub-acute, palliative care, mental health, addiction services, residential care, and community health to people and communities that are diverse in culture, age and socio-economic status, population and healthcare needs.

Our teams are invested in creating a friendly and supportive environment that is safe and welcoming, where together we can deliver the best health care experiences and outcomes. Eastern Health provides a safe environment for children and young people who are in our care, abiding by all legislative requirements.



Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- ✓ Respect for all
- ✓ Safe always
- ✓ Partnering in care
- ✓ Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

POSITION PURPOSE

The Clinical Nurse Consultant (CNC) Stomal Therapy and Wound Management is a registered nurse/midwife with advanced clinical skills and theoretical knowledge within their area of expertise. The CNC Stomal Therapy and Wound Management is accountable for supporting the effective clinical nursing management of people undergoing surgeries resulting in the creation of a stoma (planned and unplanned), providing care and education to consumers and their families and demonstrating evidence based wound management practices.

The CNC Stomal Therapy and Wound Management, acts as a clinical nursing resource and clinical advisor, to the specific clinical team and wider Eastern Health service providers.

The CNC Stomal Therapy and Wound Management leads service planning and development activities within the clinical specialty area, engaging in projects, research and development activities related to the specific clinical discipline: at all times working within the professional standards, codes and behaviours that are legislated through the Nursing & Midwifery Board of Australia (NMBA), other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.

MAJOR DUTIES AND/OR RESPONSIBILITIES

Respect for All

- Works collaboratively with all services and programs both locally and across Eastern Health, to develop and implement systems, processes and projects required to ensure efficient, effective and responsive patient/consumers (hereafter referred to as the patient) centred care of the allocated work unit in line with the organisation's strategic direction.
- Acts as a role model and mentor for staff in promoting professional values and ethics in clinical practice. Influences others to adopt high standards of ethical and legal conduct, which is modelled in own actions and decisions.
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times.
- Provides an efficient and patient focussed service and responds to complaints and compliments originating from the Department.
- Ensures all nursing practice within the designated Department is within the philosophy, intent, and standards prescribed by:

- The Nursing and Midwifery Board of Australia (NMBA)
- Eastern Health policy, standards and guidelines
- Australian Nursing and Midwifery Council (ANMAC) Code of Ethics for Nurses in Australia, Code of Professional Conduct for Nurses in Australia including appropriate levels of supervision and delegation.

Safe Always

- Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health.
- Takes 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 alleviate potential risk which may jeopardise 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 strategies for at-risk individuals.
- Treats all employees of the organisation with respect and dignity and without discrimination or harassment.
- Demonstrates ability to work independently as a clinical nurse consultant in line with the expectations of the EH Nursing and Midwifery Domains of Practice.

Partnering in Care

- Demonstrates clinical nursing expertise in the provision of clinical care within a consulting role to both internal and external patients.
- Demonstrates an understanding of the Registered Nurse role and responsibility when delegating and supervising other nurses /midwives, including enrolled nurses and students.
- Demonstrates an ongoing commitment to sustaining and strengthening performance and accountability across the organisation.
- Participates in product reviews, making recommendations to the organisation on purchasing for wound supplies.
- Leads development, delivery and evaluation of educational materials, and provides formal and informal education at a program and service wide level. Plans and conducts teaching sessions, encouraging participation and reflection on practice and experience.
- Demonstrates an ability to initiate, implement and evaluate research, encourage nursing / midwifery staff to participate in research and significant quality projects/activities.
- Demonstrates strong mentoring skills within the nursing / midwifery and multidisciplinary team and supports succession planning.
- Understands the system of providing care, facilitates and manages linkages with external partners in care across the patient journey to minimise risk, duplication of service and service delivery delays.
- Ensures systems and processes are in place for patients and families to have the opportunity to be involved in their care.
- Ensures patient feedback is received in an environment of willingness to improve and demonstrates the level of customer service expected.

Learning and Improving Every Day

- Possesses current, advanced, specialist clinical nursing knowledge and skills related to stomal therapy and wound management, and applies these skills to provide expert advice on relevant clinical issues.
- Collect and manage data on service delivery, risks, trends and provide relevant reports to DDO
- Leads clinical care, standards and service provision for the specialist clinical team, where applicable.
- Initiates and promotes innovative clinical nursing practice.
- Develops, supports and understands Eastern Health Policies, Standards and Practice Guidelines, and related legislative requirements which impact on wider clinical issues and practices.
- Evaluates clinical practice against research evidence & identifies areas for practice improvement, highlighting gaps in research evidence.
- Promotes a culture of continuous service improvement and support, and contribute to quality improvement and research projects within the area of practice and ward/unit/department.
- Promotes research and critical analysis in the area of clinical expertise and assists the NM/MM and ANM to ensure service and nursing/midwifery practice benchmarks are achieved.
- Actively seeks participation in research and makes recommendations within the team setting for actioning research results as appropriate, including contribution to development of a research proposal and grant applications.
- Is responsible for the timely completion of necessary statistical data.
- Organises programs and/or special projects, as required and/or delegated.
- Leads implementation of nursing specific best practice standards in area of clinical practice.
- Evaluates service delivery against comprehensive knowledge of anticipated outcomes.
- Plan strategically and work dynamically to manage competing priorities of the service/organisation.
- Undertakes investigation of relevant incidents and risks that present/occur within EH and provides timely completion of necessary reports against actions to minimise further events or risks.
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- Actively contributes to educational activities for the patient nursing colleagues and novices and the wider multi-disciplinary team.
- Leads the development and review of and service specific Practice Guidelines in line with the area of clinical expertise and contribute to review of organisation Policy and Standards.
- Assist the senior nursing/midwifery team in maintenance and improvement of clinical standards.
- Lead continuous improvement to ensure care remains safe and efficient.

5. OCCUPATIONAL HEALTH & SAFETY

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are 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. 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. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are 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.

6. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

7. 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.

8. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

9. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

10. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

11. EASTERN HEALTH'S PROMISE

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12. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 EH Nursing and Midwifery Domains of Practice

13. NOTE

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.

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.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19 and influenza, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

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ATTACHMENT 1

KEY SELECTION CRITERIA

Position Title:	Clinical Nurse Consultant – Stomal Therapy and Wound
Award Classification:	Registered Nurse/Midwife, Registered Nurse/Midwife, Clinical Consultant C CAPR4(1) CAPR4(2)
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Position Reports to:	Operationally Deputy Director Operations –Surgery and Anaesthetics Box Hill Hospital Professionally to the site Program Director of Nursing

Qualifications:
Essential: <ul style="list-style-type: none">• Bachelor of Nursing or Midwifery or other recognised equivalent formal qualification leading to condition free registration in Australia• Registration with the Nursing and Midwifery Board of Australian (NMBA) via AHPRA• Post Graduate qualifications in Stomal Therapy, attained from an accredited program Desirable: <ul style="list-style-type: none">• Membership of relevant specialty Professional Association
Experience:
<ul style="list-style-type: none">• Extensive experience in the stomal therapy and wound management with demonstrated ability to work with a diverse and complex professional workforce• Demonstrated experience working effectively both autonomously and within a multidisciplinary team at a local and organisational level to deliver organisational and program outcomes• Demonstrated ability to evaluate practice and contribute to significant change practice initiatives• Participation in nursing research or working toward publication and/or public presentation
Knowledge and Skills:
<ul style="list-style-type: none">• Advanced communication skills—both written and verbal• Demonstrated high level of interpersonal skills with patients, their families, healthcare professionals and stakeholders• Digital literacy and embracing of health technologies and informatics• Demonstrated negotiation, problem solving and analytical skills• Commitment to advancement of stomal therapy and wound management with a strong emphasis on clinical care and education.

- The ability to recognize, evaluate and implement strategies to alleviate a variety of psychological and physical difficulties in patients

Personal Attributes:

- Exhibits behaviour which reflects the Eastern Health values and NMBA Codes and Standards
- Promotes and contribute to a supportive and engaged team environment
- Committed to providing a safe environment for all
- Treats all employees of the organisation with respect and dignity and free of discrimination or harassment.

ATTACHMENT 2 – 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
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
<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