

Eastern Health

POSITION DESCRIPTION

Position Title:	Inflammatory Bowel Disease (IBD) Clinical Nurse Consultant
Award Classification:	Registered Nurse, Clinical Consultant A & B
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Position Reports to:	Operationally to IBD Team Leader Professionally to the Director of Nursing / Midwifery and Operation of Site or Program

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 socio- economic status, population and healthcare needs



POSITION PURPOSE

The Clinical Nurse Consultant Grade 4, (CNC/CMC) is a member of a specialist team and is accountable for the effective clinical nursing/midwifery management of people within a specific patient/client group, demonstrating superior consolidated clinical skills at a level of proficiency or expertise as aligned to the EH Nursing Midwifery Domains of Practice. The CNC/CMC, as part of the specialist team, actively leads the clinical nursing/midwifery service delivery, and collaborates with the multidisciplinary team to consider clinical quality and risk, service performance and care standards within the area of expertise.

The CNC/CMC is required to become a clinical nursing/midwifery resource and clinical advisor to the specific clinical team and wider Eastern Health service providers.

The CNC/CMC participates in team planning and development activities within the clinical specialty area and undertakes related projects and research, and development activities, to meet specified clinical nursing/midwifery needs in their 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.

IBD Specific

The Eastern Health Department of Gastroenterology has run an IBD service with a dedicated IBD specialist nurse since 2003. There has been considerable annual growth in the numbers of patients utilizing this service overall but also specifically in terms of hospital inpatient admissions, day admissions for biologic and other IBD-related infusions, clinic attendances and phone consultations via the IBD helpline. Between 1000-1200 patients with IBD attend Eastern Health for their care needs. There are two weekly IBD outpatient clinics, one held at Box Hill Hospital and one at Maroondah Hospital.

The IBD service has an impressive research output and involvement in cutting-edge therapeutic drug trials and has a reputation for innovation and 'going the extra mile' to achieve optimal outcomes for its patients. Some examples include the use of novel pharmacotherapies, dietary strategies to assist with symptoms including the low FODMAP diet and the incorporation of novel diagnostics such as thiopurine metabolite testing and faecal calprotectin which have become part of routine practice in the clinic.

The IBD Grade 4 CNC has primary responsibilities for the following: Works collaboratively with the Gastroenterology nursing and medical teams both locally and across wider multidisciplinary teams to support efficient, effective and responsive co-ordination of patients receiving biological therapies.

- Leads implementation of best practice standards in area of clinical practice
- Is one of the key drivers of effective and timely communication with patients and team members in the planning of biological therapy
- Works with the senior medical and nursing team in clinical decision making, in particular in identification and solution, and interpretation of clinical data relevant to biological therapies
- Promotes critical analysis in the area of biological therapies and assists the senior nursing to ensure service and nursing benchmarks are achieved

- Screening, administration, monitoring and compliance with Medicare guidelines of/with anti-TNF and other biologic therapies
- Contributes to the education to the broader multidisciplinary team in relation to current and emerging biological therapies
- Acts as a resource person to others in relation to clinical practice, including communication with relevant community and or professional bodies in relation to biological therapies for patients with inflammatory bowel diseases
- Develops collaborative links with significant organizations and professional bodies in order to facilitate and promote Eastern Health's Inflammatory Bowel Disease service
- Co-ordinates the development and maintenance of nursing policies and procedures relevant to biological therapies
- Promotes a culture of continuous service improvement and support, and contributes to quality improvement and research projects within the area of practice and unit
- Supports the multidisciplinary team with timely and effective communication with healthcare personnel to guide and achieve optimal outcomes/objectives for patients undergoing biological therapies as part of their condition management
- Provides an efficient and patient-focused service

In addition to the above, this role assists the Grade 5 CNC team lead in the following:

- Telephone advice line
- IBD clinics
- In-patient support and education
- Immunosuppression service
- Providing patient education and counselling
- Developing and defining IBD services within Eastern Health and the community
- Liaising with the multidisciplinary team involved in the care of patients with IBD
- Collaborating between outpatients, surgical, endoscopy, pharmacy and the gastroenterology department and promoting a team-based approach to IBD care

MAJOR DUTIES AND/OR RESPONSIBILITIES

1. Respect for All

- Treats all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner with a focus on continually improving the patient experience.
- 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 efficient and customer focused care delivery commensurate with senior status and role.
- Delivers safe, high-quality care and education at an advanced level, including the monitoring of side effects of treatments.
- Delivers clinical practice in accordance with 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.
- Demonstrates an understanding of the Registered Nurse /Midwife role and responsibility when delegating and supervising other nurses /midwives, including enrolled nurses and students.
- Promotes a culture of optimism, innovation, encouragement, learning and creativity.
- Demonstrates flexibility in practice to improve the efficient delivery of care

2. Safe Always

- Supports and promotes personal and Department compliance with relevant Acts (including the Safe Patient Care Act), Agreements and Eastern Health Directions, Standards, Policies, Practice Guidelines, and EH Staff Code of Conduct.
- Leads implementation of nursing specific best practice standards in area of clinical practice.
- Addresses practices that are not consistent with agreed standards, practice guidelines and evidenced based practice. Seeks to facilitate, empower and support staff to work to an acceptable practice within the Department, mitigating performance gaps as required.
- Leads and promotes the engagement of nurses in the Eastern Health Nursing and Midwifery Practice Guidelines.
- Supports capability growth of self and department staff in areas such as the incident, policy and risk management systems and their clinical application.
- Implements harm minimisation and risk assessment strategies for at-risk individuals.
- Supports and promotes staff understanding of the Departments performance against the National Safety and Quality Health Service Standards or the Aged Care Quality and Safety Accreditation Standards.

3. Partnering in Care

- Delivers effective and timely communication with patients, team members, program leads, other Eastern Health departments and the community to guide and achieve optimal patient/ performance outcomes.
- Works collaboratively with the manager and team, to develop and implement systems, processes and projects required to ensure efficient, effective and responsive patient/client/resident (hereafter referred to as the patient) centred care within the allocated Department in line with the organisation's strategic direction.
- Works collaboratively with the manager and team to support timely and effective patient flow through the Department and liaises with all relevant departments to ensure patient access, flow and discharge planning initiatives are implemented at the unit level and in compliance with relevant legal and professional standards.
- As required and/or delegated, oversees and/or supports new initiatives to ensure the patient's engagement with Eastern Health is appropriate to best practice in clinical care, including length of stay, internal and external referral process and discharge planning.
- Supports and facilitates linkages with external partners in care across the patient journey to minimise risk, duplication of service and service delivery delays.
- Supports and promotes systems and processes in place for patients and families to have the opportunity to be involved in their care.
- Works with the manager and team to ensure that consumer feedback is received in an environment of willingness to improve and works with the team to meet stakeholder expectations of service standards and respond to any identified deficits.

4. Learning and Improving Everyday

- Possesses current, advanced, specialist clinical nursing knowledge and skills, and applies these skills to lead the nursing /midwifery role within the specialist clinical team.
- Demonstrates clinical nursing / midwifery expertise in the provision of clinical care within a consulting role to both internal and external customers.
- Initiates and promotes innovative clinical nursing/midwifery practice within the team setting.
- Demonstrates an ongoing commitment to sustaining and strengthening performance and accountability within the program or site.
- Evaluates service delivery against comprehensive knowledge of anticipated outcomes.
- Is responsible for the timely completion of necessary statistical data, including entry, to support financial recuperation, as appropriate and/or delegated.
- Organises programs and/or special projects, as required and/or delegated.
- Supports the senior nursing/midwifery/health team and wider multidisciplinary team with timely and effective communication with healthcare personnel to guide and achieve optimal patient/ performance outcomes.
- Participates in quality or practice improvement initiatives at local level &/or contributes to or leads quality or practice improvement initiatives at program or organisational level.

- Leads development, delivery and evaluation of educational materials for the consumer, nursing/midwifery colleagues and novices and the wider multi-disciplinary team.
- Provides formal and informal education at unit or program level. Plans and conducts teaching sessions, encouraging participation and reflection on practice and experience.
- As appropriate, contributes feedback to higher education partners regarding student performance & course content.
- Evaluates clinical practice against research evidence & identifies areas for practice improvement, highlighting gaps in research evidence.
- Promotes and supports a culture of continuous service improvement, contributes to quality improvement, education, and research projects, within the area of practice
- Undertakes research and critical analysis in the area of clinical nursing expertise and provides evidence to nursing and other health teams to ensure service and nursing practice benchmarks are achieved.
- Demonstrates an ability to initiate, implement and evaluate research, encourage nursing / midwifery staff to participate in research and significant quality projects/activities.
- In conjunction with the research team, mentors & supervises clinical champions in research or practice improvement activities.
- Disseminates research findings through publication &/or conference presentations in conjunction with research teams. Makes recommendations within the team setting for actioning research results as appropriate, including contribution to development of a research proposal, grant applications, completion of an ethics application, data analysis & report writing.
- Maintains strong links with Eastern Health key stakeholders, particularly the Learning and Teaching Directorate and Research and Ethics from within the EH Institute.
- Acts as a nursing/midwifery resource person to others in relation to clinical practice, including communication with relevant community and or professional bodies in relation to area of clinical expertise.
- Act as an ambassador for EH when communicating at local and national professional forums.
- Demonstrates strong mentoring skills within the nursing / midwifery and multidisciplinary team and supports succession planning.
- Contributes to the development and review of Standards and Practice Guidelines in line with the area of clinical expertise.
- Actively participates in development of a performance development plan that is reviewed annually with their clinical and professional supervisor/manager and is measured against and complies with the specific competencies, NSQHS Standards, NMBA professional standards and codes of conduct, EH Nursing Midwifery Domains of Practice and EH values.
- Models a commitment to continuing professional development and life-long learning.

5. 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 centered care

6. 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.

7. 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.

KEY SELECTION CRITERIA

Qualifications:
<p>Essential:</p> <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 <p>Desirable:</p> <ul style="list-style-type: none"> • Post Registration or Post Graduate qualification or further study in a relevant clinical or academic field or working towards
Experience:
<ul style="list-style-type: none"> • Extensive experience in the area of clinical expertise with demonstrated ability to work with a diverse and complex professional workforce. • Excellent communication skills: written, verbal and interpersonal with demonstrated ability to collaborate and work as an effective team member at a local and organisational level to deliver organisational outcomes. • Demonstrated ability to work autonomously, utilising well developed critical analysis skills to achieve efficiency and effectiveness • Demonstrated ability to lead significant change practice initiatives • Demonstrated negotiation, problem solving and analytical skills. • Demonstrated record of achievement of quality service delivery • Membership of relevant specialty Professional Association • Previous experience working as a Clinical Nurse/Midwife Consultant or senior clinical lead role. • Research, publication and public presentation experience.
Knowledge and Skills:
<ul style="list-style-type: none"> • 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. • 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
Personal Attributes:
<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.

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, ore reliable, always safe health service in partnership with our people to improve every day.

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.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

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.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

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

Employee Signature:

_____ Date: _____

Attachment 1 – EH Nursing & Midwifery Domains of Practice Professional Framework (updated April 2026)

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 six domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives: comprehensive clinical care, workforce, education, research and evidence-based care, professional leadership and digital capability (See summary at Table 2).

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. The level of skills acquisition will be dependent on nurses and midwives’ specific roles and experience

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. shapes and implements 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					
 Comprehensive Clinical Care	 Workforce	 Education	 Research and Evidence-based Care	 Leadership and Governance	 Digital Capability
<ul style="list-style-type: none"> • Plan and prepare care • Deliver and manage care • Monitor and evaluate care 	<ul style="list-style-type: none"> • Planning for the Future • Safety and Quality • A great place to work 	<ul style="list-style-type: none"> • Healthcare education for patients and carers • Own professional education and development • Professional education and development of others 	<ul style="list-style-type: none"> • Knowledge of the evidence-based care relevant to area of practice • Involvement and dissemination of research and quality improvement findings 	<ul style="list-style-type: none"> • Professional conduct • Accountability 	<ul style="list-style-type: none"> • Digital professionalism • Leadership and advocacy • Data and information quality • Information-enabled care • Technology