

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Urology Clinical Nurse Consultant (CNC) A</b>
<b>Award Classification:</b>	<b>CNC A ZF4</b>
<b>Award / Agreement Name:</b>	<b>Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028</b>
<b>Position Reports to:</b>	<b>Operational: DDO Surgery &amp; Anaesthetics - Urology Professional: Director of Nursing (Program)</b>

### 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.



# Eastern Health

## 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.

## 1. POSITION PURPOSE

A Clinical Consultant A is a Registered Nurse or Midwife appointed as such, who as a member of a specialist team fulfils the clinical consultant role in their first and second Years of Experience.

The role of the Clinical Consultant is to provide a clinical resource, clinical advisory/developmental role on a dedicated basis (i.e. performs only consultancy work on the relevant shifts) and undertakes related projects and research and development activities to meet specified clinical nursing/midwifery needs in a clinical discipline.

The Clinical Consultant actively leads the clinical nursing/midwifery service delivery within their specified unit/team/department and collaborates with members of the multidisciplinary team to review and mitigate issues around clinical quality and safety risk, service performance and care standards relevant to their role.

The Clinical Consultant A demonstrates clinical practice in line with the Proficient or Expert level of the Eastern Health Nursing & Midwifery Domains of Practice.

## 2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Continence care

- Be knowledgeable in applications available to patients for continence supplies
- Provide education and support to patients experience continence problems
- Liaise with key stake holders in regard to continence care

# Eastern Health



## Prostate Cancer

- Discuss with patients during Pre Admission process planned operation, hospital stay, recovery at home, and continence and sexual function
- Catheter removal is done 10-14 days. Also PFEEx, continence and sexual function discussion and treatment options

## Bladder Cancer

- Accept referrals for intravesical treatments immunotherapy and chemotherapy
- Manage patients through BCG/MMC/GEM Induction and BCG Maintenance courses liaising with Urology Surgical Liaison Nurse re cystoscopy follow up and Intravesical spreadsheet
- Set treatment dates and urine testing screen.

## Catheter Management

- Provide 1<sup>st</sup> change service for all SPC insertions across Eastern Health.
- Difficult IDC and SPC changes both on Wards and outpatient departments as required.
- Refer to Key stakeholders for community care
- Removal of catheter post operatively in line with medical orders eg. Optical urethrotomy, urethroplasty, Radical Prostatectomy, oversew bladder
- Teaching of intermittent catheters for bladder management or stricture management.

## Erectile Dysfunction –

- Post surgical ED only (post radical prostatectomy, cystectomy)
- Assess and manage PDE5 usage, ICI, and vacuum erectile device.

## Stricture Management

- Teach Intermittent catheterization and manage patient via phone and follow up Urology CNC appointments organizing supply and support
- Teach Meatal Dilatation for meatal stricture in line with medical orders

## Prosthetics

- All patients being considered for Prosthetics (Artificial Urinary Sphincter, Intra Penile Prosthesis and Slings) are to be reviewed by Urology CNC prior, where education is given regarding device usage and expectations
- 1 week post op appointment with for wound check

## Other Duties as required within scope of practice

### **Respect for All**

# Eastern Health

- 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.
- Demonstrates 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 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.

## **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/ midwifery 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 level of 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.

## **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

# Eastern Health



(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.

## **Learning and Improving Everyday**

- Possesses current, advanced, specialist clinical nursing / midwifery 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, in collaboration with Learning & Teaching partners.
- 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

# Eastern Health



- Undertakes research and critical analysis in the area of clinical nursing/midwifery expertise and provides evidence to nursing/midwifery and other health teams to ensure service and nursing/midwifery 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 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.

### **3. OCCUPATIONAL HEALTH AND 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 Compensations (WIRC) Act 2013.

### **4. 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.

# Eastern Health



## **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 centred 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.

## **8. 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.

## **9. EASTERN HEALTH'S PROMISE**

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# Eastern Health



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## 10. ATTACHMENTS

- Attachment 1 - Key Selection Criteria
- Attachment 2 - EH Nursing & Midwifery Domains of Practice Professional Framework
- Attachment 3 – Role Specific Key performance Indicators

## 11. NOTE

Prior to accepting any offer of employment, prospective employees will be required to undertake a National Criminal Check/ working with children or NDIS Screening check as applies to their specific role.

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.

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, prior to commencing employment.

### 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](mailto:Aboriginal.Workforce@easternhealth.org.au)



# Eastern Health



## ATTACHMENT 1

### KEY SELECTION CRITERIA

<b>Position Title:</b>	<b>Urology Clinical Nurse Consultant (CNC) A</b>
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<b>Position Reports to:</b>	<b>Operational: DDO Surgery &amp; Anaesthetics - Urology Professional: Director of Nursing (Program)</b>

### Qualifications and Registration –

#### **Essential:**

- Bachelor of Nursing, Midwifery 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
- Competency to insert Male and Female IDC's and SPC management
- A minimum of 5 years post registration experience in the specialty area related to the CNC/CMC role.
- Eastern Health Cytotoxic & Hazardous Drug Spill Kit Training yearly or via RPL
- eviQ Anti Cancer Drug Administration Course Module 1, Module 2, Module 5, Module 7 Yearly
- Membership of Australian and New Zealand Urological Nurses Society

#### **Desirable:**

- Post Registration or Post Graduate qualification or further study in a relevant clinical or academic field or working towards
- Certificate IV in workplace training and assessment
- Member of Australian College of Nursing or Midwifery

#### **Experience:**

- Demonstrated clinical skills aligned with experience and scope of practice
- Demonstrated leadership and teaching skills in the clinical setting
- Understanding and commitment to professional standards, codes and behaviors 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.
- Demonstrates advanced verbal and written communication skills in all professional domains of practice.
- Demonstrates an advanced ability to liaise with internal and external peers, stakeholders and clients.
- Commitment to ongoing professional development.
- Digital literacy and embracing of health technologies and informatics.

# Eastern Health

## 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 <b>known and stable context</b> , consulting when abnormalities arise <b>before taking action</b>	Works within a <b>known and stable context</b> , consulting when abnormalities arise	Acts <b>independently in routine</b> situations within scope, and responds to <b>known dilemmas</b>	Acts independently in <b>complex situations</b> within scope, and responds to <b>unknown dilemmas</b>	<b>Provide vision and direction</b> and shape and implement strategies and initiatives that <b>enable others</b> 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"> <li>• Patient history</li> <li>• Patient assessment</li> <li>• Perform and deliver care</li> <li>• Monitor &amp; Evaluate Care</li> </ul>	<ul style="list-style-type: none"> <li>• Planning for the Future</li> <li>• Safety and Quality</li> <li>• Recruitment &amp; Retention</li> </ul>	<ul style="list-style-type: none"> <li>• Education of patients &amp; families, relationship building</li> <li>• Own professional education</li> <li>• Professional education of others</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of research evidence relevant to area of practice</li> <li>• Involvement and dissemination of research</li> </ul>	<ul style="list-style-type: none"> <li>• Professional conduct</li> <li>• Accountability</li> </ul>

# Eastern Health

## Attachment 3 – Role specific key performance indicators

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<b>Department / Specialty Area</b>	Urology
<b>Campus / Physical Location</b>	BHH

### Safe Always:

- Nurses' compliance with the Legislated NMBA Scope and Domains of Practice
- Comply with the Policy Management System
- Nurse sensitive Indicators specific to the care delivery of the Department
- Maintenance of Accreditation standards
- Escalation of issues through the appropriate operational or professional governance framework
- Equipment stocks meet the requirements of the Department
- Incidents are reviewed within identified time frames and actions implemented
- Staff demonstrate awareness and comply with the Incident Reporting and Risk Management systems

### Partnering in Care:

- Support Eastern Health (EH) access, activity and target indicators as defined by KPI Scorecard
- Review and respond to complaints and compliments within identified timeframes
- Established network and referral lines to other service departments and external providers.
- Effective management of Eastern Health initiatives
- Ensure patients receive access to timely care

### Learning and Improving Every Day:

- Feedback and professional development plans completed
- Ensures process are in place to support a positive learning and research culture within the Department
- Compliance with annual and unit specific competencies
- Compliance with professional registration requirements
- Completion of audit requirements in line with Eastern Health Policy, Standards and Practice Guidelines