



POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant - InReach
Award Classification:	Clinical Nurse Consultant B (ZJ4) CAPR 3.2
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employer) Enterprise Agreement 2021-2024
Position Reports to:	Operationally to InReach Nurse Manager Professionally to Director of Peter James Centre & Care@Home Deputy Director Operations-Care@Home & Acute Specialist Clinics-Virtual Hospital & Wards

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

Our promise

Healthier together



1. POSITION PURPOSE

The InReach Clinical Nurse Consultant (CNC) is a member of a specialist team and is accountable for the effective clinical nursing management of clients within the InReach program demonstrating superior consolidated clinical skills at a level of proficiency or expertise as aligned to the EH Nursing Midwifery Domains of Practice. The InReach CNC, as part of the specialist team, actively leads the clinical nursing 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 InReach CNC is required to be a clinical nursing resource and clinical advisor to the InReach team and wider Eastern Health service providers. The InReach CNC participates in team planning and development activities and undertakes related projects and research to meet specified clinical nursing needs.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Demonstrates current, advanced, specialist clinical nursing knowledge and skills, and apply these skills to provide leadership within the specialist clinical team and provision of clinical care.
- Works independently as a nurse consultant within a specialist multidisciplinary team and broader nursing teams in line with the expectations of the EH Nursing and Midwifery Domains of Practice. • Delivers clinical practice in accordance with the philosophy, intent and standards prescribed by Nursing Midwifery Board of Australia (NMBA), NMBA Code of Ethics for Nurses in Australia, NMBA Code of Professional Conduct for Nurses in Australia, including appropriate levels of supervision and delegation.
- Supports the InReach leadership team and wider multidisciplinary team with timely and effective communication with healthcare personnel to guide and achieve optimal patient/resident and performance outcomes.
- 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 (e.g. VACS), as appropriate and/or delegated.
- Initiates and promotes innovative clinical nursing practice in collaboration with the InReach team.
- Promotes and supports a culture of continuous service improvement, and contributes to, quality improvement and research project with in the area of practice,
- Undertakes research and critical analysis in the area of clinical expertise and provides evidence to health teams to ensure service and nursing practice benchmarks are achieved.
- Develops, supports and understands Eastern Health Policies, Standards and Practice Guidelines, and related legislative requirements which impact on wider clinical issues and practices.
- Contributes to the development and review of Standards and Practice Guidelines in line with the area of clinical expertise.
- Leads implementation of best practice standards in area of clinical practice.
- Demonstrates an understanding of the Registered Nurse role and responsibility when delegating and supervising other nurses, including enrolled nurses, personal care assistants and students.
- Has the ability to organise staffing, programs and/or special projects, as required and/or delegated
- Demonstrates ability to understand and apply human resource policies in management of staff as required.
- Treats all patients, clients, families, residents, visitors and staff in a courteous and non-discriminatory manner.

- 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.
- Obtains feedback through means such as audits and works with the team to meet stakeholder expectations of service standards and responds to any identified deficits.
- Provides leadership in the development of educational resources for patients/clients and family.
- Provides formal and informal education at unit or program 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.
- In collaboration with the research team, mentors and supervises clinical champions in research or practice improvement activities
- Disseminates research findings through publication and/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 and report writing
- Demonstrates mentoring skills within the InReach team and supports succession planning.
- Models a commitment to continuing professional development and life-long learning
- 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.
- Exercises appropriate economy in the use of consumable items, equipment and energy and provides reports against budget of same.
- Actively participates in internal/external Committees and or Working Groups where appropriate
- Performs other duties as delegated or required within the scope of the role.

3. SAFE PRACTICE AND ENVIRONMENT

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.

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

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.

10. ATTACHMENTS

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

11. 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, 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: ____/____/____ **ATTACHMENT 1**

KEY SELECTION CRITERIA

Position Title:	Clinical Nurse Consultant - InReach
Award Classification:	Clinical Nurse Consultant A (ZF4) CAPR 3.1 or Clinical Nurse Consultant B (ZJ4) CAPR 3.2
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employer) Enterprise Agreement 2020-2024

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QUALIFICATIONS

Essential:

- Registration with the Nursing and Midwifery Board of Australia (NMBA) via AHPRA as Registered Nurse
- Current Driver's License

Desirable:

- Postgraduate qualification or further study in relevant clinical or academic field or working towards

EXPERIENCE, KNOWLEDGE and SKILLS

Essential

- Extensive clinical experience with a minimum of five years' experience in acute nursing care
- Demonstrated Advanced clinical and assessment skills including:
 - Ability to triage suitable clients for the program based on phone call/telehealth.
 - In collaboration with the Geriatrician provide an acute assessment and short-term treatment plan for residents, family GP and staff
 - Ability to competently perform venepuncture and cannulation
- Demonstrated ability to facilitate models of care that provides an alternative to ED presentations for residents in Residential Aged Care Facilities
Demonstrated knowledge of acute and community resources
- Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing and Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standard and Practice Guidelines
- High level of communication both written and verbal, demonstrated high level of interpersonal skills with consumers, their families and all health care professionals
- Ability to consult and collaborate with others and work as an effective member of a team to deliver organisational outcomes
- Demonstrated knowledge of the National Safety and Quality Health Service Standards and their application within the health service setting
- Digital literacy and embracing of health technologies and informatics
- Experience in facilitating telehealth and Health Direct
- Current Fit2Work (Police Check) and NDIS check

Desirable

- Advanced clinical skills including:

- PEG troubleshooting and change in the community setting
- IDC / SPC insertion female AND male
- Simple wound closure assessment, gluing, suturing and stapling
- Acute wound management
- Palliative care management
- Infectious disease outbreak management

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

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

• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care	• Planning for the Future • Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability
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