

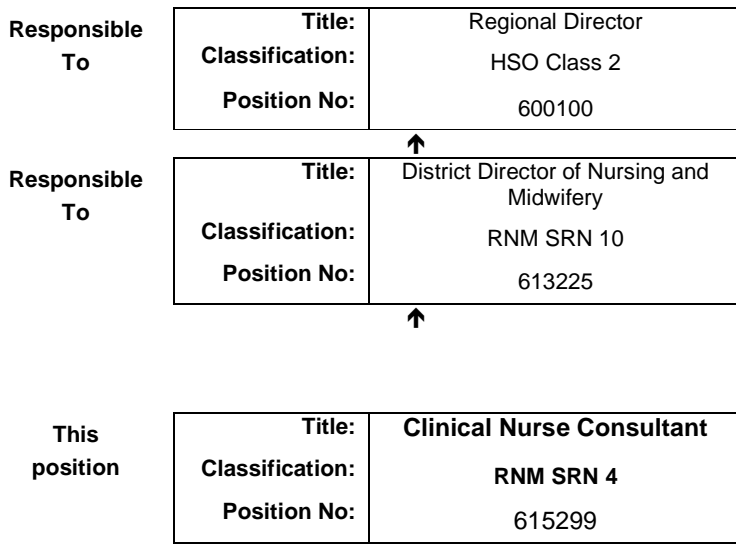


JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA COUNTRY HEALTH SERVICE		Position No:	615299
Division:	Nursing & Midwifery	Title:	Clinical Nurse Consultant
Branch:	Renal	Classification:	RNM SRN Level 4
Section:	Renal Services	Award/Agreement	Nurses and, Midwives Agreement

Section 2 – POSITION RELATIONSHIPS



OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title Consultant - Public Health Nurse Educator Clinical Nurse Specialist - Oncology Nurse Practitioner Nurse Manager - Palliative Care Clinical Nurse Specialist - Infection Control Clinical Nurse Specialist – Community Health
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Positions under direct supervision: 615324 Aboriginal Health Worker 615325 Aboriginal Liaison Officer	← Other positions under control: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Category</th> <th style="width: 30%;">Number</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Category	Number		
Category	Number				

Section 3 – KEY RESPONSIBILITIES

Provides clinical leadership, education and consultancy to patients and clinical health care professionals and providers internal and external to the position.

WA Country Health Service- Pilbara

30th November 2016

REGISTERED

TITLE	Clinical Nurse Consultant	POSITION NO	615299
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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to approximately half a million people, including 45,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle as many births as the State's major maternity hospital – and as many emergency presentations as Perth metropolitan hospitals combined. The range of health services provided cover population health, mental health, Aboriginal health and aged care.

Our dedicated and committed staff work hard to fulfil our purpose *Working together for a healthier country WA*, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE

To improve, promote and protect the health of country Western Australians.

WHAT WE STAND FOR

Quality health services for all.

Improving the health of Aboriginal people and those most in need

A fair share for country health

Supporting our team – workforce excellence and stability

OUR VALUES

Community – making a difference through teamwork, generosity and country hospitality.

Compassion – listening and caring with empathy and dignity.

Quality – creating a quality health care experience for every consumer.

Integrity – accountability, honesty and professional, ethical conduct in all that we do.

Justice – valuing diversity with a fair share for all.

**WA Country Health
Service- Pilbara**

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Section 4 – STATEMENT OF DUTIES

	Details	Freq.	%
1.1	Provides clinical leadership, education and consultancy to patients and clinical health care professionals and providers internal and external to the position.		
1.2	Provides specialised knowledge and leadership as an education resource to nursing, medical and allied health and broader health care professionals, and providers in the areas of speciality internal and external to the hospital.		
1.3	Facilitates and provides advanced, complex patient care within the area of speciality at a Hospital and at Health Service level through outreach consultancy practice.		
1.4	Initiates and analyses research findings to ensure implementation of national and international best practice to support the delivery of appropriate clinical care		
1.5	Uses effective change management strategies to improve practice both internal and external to the hospital / health service		
1.6	Through strategic planning, monitors the internal and external environment, processes and influences to ensure that nursing services and other services under area of responsibility are able to meet the changing needs of the health care industry in a cost effective manner.		
1.7	In partnership with the multidisciplinary team leads the establishment and maintenance of a culture of patient safety within their area of speciality and contributes to the Service wide initiatives.		
1.8	Contributes to and/or implements the performance management systems which support ongoing development of staff to meet the required nursing standard.		
1.9	Develops, innovative techniques for complex problem solving for relevant function and speciality both within and external to WACHS.		
1.10	Contributes to the formulation of staffing profiles according to analysis of clinical; needs and available resources.		
1.11	Initiates and participates in the development of quality improvement and risk management strategies for their area of speciality and Service wide.		
1.12	Serves as a resource and mentor of evidence based practice through role modelling and support of Nursing & Midwifery practice changes.		
1.13	Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents and implementing corrective strategies		
1.14	Provides expertise to assist in the development of nursing staff relating to speciality.		
1.15	Develops and implements business plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with clinical unit, division and corporate priorities.		
1.16	Actively participate in the recruitment, selection and orientation of staff.		
1.17	Operates within the allocated/available budgets for the area of responsibilities.		
1.18	Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external, evaluating and developing contingency with key stakeholders		
1.19	Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to WACHS		
1.20	Maintains excellence in interpersonal skills and leadership with all customers of the position to guide appropriate patient care in relation to area of speciality.		
1.21	Develops standards and policies for the areas of speciality using an evidence based approach, developing innovative methods and techniques for effective practice and change internal and external to the area of responsibility		
1.22	Incorporates Evidence Based Nursing/Midwifery Practice into patient care, education and leadership responsibilities inclusive of monitoring trends		
1.23	Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.		
1.24	Develops implements and evaluates educational and training programs related to the needs internal and external to the position.		
1.25	Participates in an annual performance development review and undertakes performance development review of staff under their supervision		
1.26	Provides a public relations function for the area including investigation and management of Nursing & Midwifery ministerial enquires and patient complaint		
1.27	Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal skills.		
1.28	Promotes a multi-disciplinary approach to decision making.		
1.29	Undertake other duties as directed		
The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus,			

TITLE	Clinical Nurse Consultant	POSITION NO	615299
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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia
2. Demonstrated significant knowledge, experience and leadership in area of speciality.
3. Demonstrated highly developed communication skills and proven ability to build and maintain relationships
4. Demonstrated experience in the application of continuous quality improvement principles including managing change and the implementation and evaluation of integrated clinical governance strategies
5. Expert knowledge and application of research and best practice principles
6. Demonstrated current knowledge of Equal Employment Opportunity, Public Sector Standards, Occupation Safety and Health principles and the Aboriginal Cultural Respect Framework
7. Possession of (or eligible to possess) a current C or C-A class drivers licence with an ability to travel within the region

DESIRABLE

1. Possession of, or significant progression toward the attainment of a post graduate qualification in area of speciality
2. Understanding or experience in rural and remote area health service.

Section 6 – APPOINTMENT FACTORS

Location	Port Hedland	Accommodation	As per WACHS policy
Allowances/ Appointment Conditions	District Allowance if applicable, Annual Travel Concession if applicable, and one week additional leave for above 26 th Parallel, air conditioning subsidy if applicable. Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement • Completion of a 100 point identification check • Successful Criminal Record Screening clearance • Successful Pre- Placement Health Screening clearance • Current C or C-A Class drivers licence with an ability to travel within the region 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

**WA Country Health
Service- Pilbara**

30th November 2016

REGISTERED

Signature and Date:
Director of Nursing & Midwifery

**WA Country Health
Service- Pilbara**

30th November 2016

REGISTERED

Signature and Date:
Regional Director

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed

**WA Country Health
Service- Pilbara**

30th November 2016

REGISTERED