



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

Goldfields		Position No:	615315
Division:	Regional Nursing	Title:	Clinical Nurse Consultant - Renal
Branch:	Kalgoorlie Health Campus	Classification:	SRN Level 4
Section:	Renal Services	Award/Agreement	Nurses & Midwives Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Regional Director
	Classification:	HSO Class 2
	Position No:	601000



Responsible To	Title:	Director Nursing & Midwifery
	Classification:	SRN Level 10
	Position No:	613267



This position	Title:	Clinical Nurse Consultant – Renal
	Classification:	SRN Level 4
	Position No:	615315



OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title	
	601098 – CNS – Infection Prevention & Control
	601397 – Nurse Specialist Human Resources
	613152 – Clinical Nurse Consultant – Oncology Coordination
	613759 – Nurse Manager Palliative Care
	613955 – Nurse Educator

Positions under direct supervision:	← Other positions under control:				
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Position No.</td> <td style="width: 70%;">Title</td> </tr> </table>	Position No.	Title	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Category</td> <td style="width: 40%;">Number</td> </tr> </table>	Category	Number
Position No.	Title				
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 and the region.

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 GOLDFIELDS**

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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 over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State’s major maternity hospital – and 40% of the State’s emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE – What we are here to do

WACHS improves country people’s health and well-being through access to quality services and by supporting people to look after their own health.

OUR STRATEGIC DIRECTIONS TO 2018

1. Improving health the experience of care
2. Valuing consumers, staff and partnerships
3. Governance, performance and sustainable services

OUR GUIDING PRINCIPLES

Consumers first in all we do Safe, high quality services and information at all times

Care closer to home where safe and viable. Evidence based services

Partnerships and collaboration

OUR VALUES

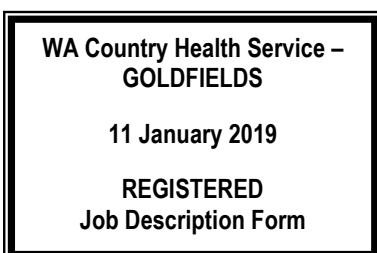
Community – making a difference through teamwork, cooperation, a ‘can do’ attitude and country hospitality.

Compassion – listening and caring with empathy, respect, courtesy and kindness.

Quality – creating a quality health care experience for every consumer, continual improvement, innovation and learning.

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

Justice – valuing diversity, achieving health equality, cultural respect and a fair share for all.

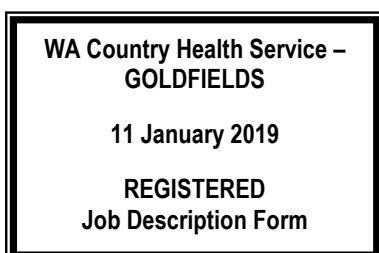


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Section 4 – STATEMENT OF DUTIES

Duty No	Details	Freq.	%
1.	Provides clinical leadership, education and consultancy to patients and clinical health care professionals and providers internal and external to the position and the region.		
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.		
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 as well as influencing beyond the region as it provides in-reach to the metro areas as required.		
4.	Initiates and analyses research findings to ensure implementation of national and international best practice to support the delivery of appropriate clinical care		
5.	Uses effective change management strategies to improve practice both internal and external to the hospital / health service		
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.		
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.		
8.	Contributes to and/or implements the performance management systems which support ongoing development of staff to meet the required nursing standard.		
9.	Develops, innovative techniques for complex problem solving for relevant function and speciality both within and external to WA Country Health Service (WACHS).		
10.	Contributes to the formulation of staffing profiles according to analysis of clinical; needs and available resources.		
11.	Initiates and participates in the development of quality improvement and risk management strategies for their area of speciality and Service wide.		
12.	Serves as a resource and mentor of evidence based practice through role modelling and support of Nursing & Midwifery practice changes.		
13.	Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents and implementing corrective strategies		
14.	Provides expertise to assist in the development of nursing staff relating to speciality.		
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.		
16.	Actively participate in the recruitment, selection and orientation of staff.		
17.	Operates within the allocated/available budgets for the area of responsibilities.		
18.	Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external, evaluating and developing contingency with key stakeholders.		
19.	Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to WACHS.		
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.		

Section 4 – STATEMENT OF DUTIES continued next page



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Section 4 – STATEMENT OF DUTIES continued

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.		
22.	Incorporates Evidence Based Nursing/Midwifery Practice into patient care, education and leadership responsibilities inclusive of monitoring trends.		
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.		
24.	Develops implements and evaluates educational and training programs related to the needs internal and external to the position.		
25.	Participates in an annual performance development review and undertakes performance development review of staff under their supervision.		
26.	Provides a public relations function for the area including investigation and management of Nursing & Midwifery ministerial enquires and patient complaint.		
27.	Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal skills.		
28.	Promotes a multi-disciplinary approach to decision making.		
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, Disability Services Act and Confidentiality throughout the course of their duties.		

Frequency: D - Daily, W - Weekly, F - Fortnightly, M - Monthly, R - Regularly, O - Occasionally, A - Annually

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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligibility 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. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupation Safety and Health, and how these impact on employment and service delivery.
7. Eligible for / or in possession of a current C or C-A class driver's licence.

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	Kalgoorlie	Accommodation	As determined by the WA Country Health Service policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of registration by the Nursing and Midwifery Board of Australian must be provided prior to commencement • Provision of the minimum identity proofing requirements. • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check • Successful Working With Children Check • Evidence of a current C or C-A class driver's licence and ability to travel within the region as required including overnight stays. Allowances <ul style="list-style-type: none"> • District Allowance as applicable • Annual leave travel concessions as applicable 		
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.

Signature and Date: ____/____/____
Director Nursing & Midwifery

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

