



HSS REGISTERED

Clinical Nurse Specialist
Adult Community Program / Early Episode Psychosis Team
Nurses and Midwives Agreement; RN SRN Level 3
Position Number: 603175
Armadale Kalamunda Group

Reporting Relationships

| | |
|---|--|
| HoD SMP 16-24 Position Number: 006103 | Service Director HSO Level G12 Position Number: 113632 |
|---|--|



| |
|---|
| Program Manager HSO Level G10 Position Number: 113634 |
|---|



| |
|----------------------|
| This Position |
|----------------------|



| | | |
|--------------------------------------|-----------------------|------------|
| Directly reporting to this position: | | |
| Title | Classification | FTE |
| • Nil | | |

Professional Accountability

Coordinator MH Nursing
RN SRN Level 7
Position Number: 113678

Key Responsibilities

The Clinical Nurse Specialist (CNS), in partnership with the Program Manager (PM), is responsible for the delivery of quality patient care within their speciality. The CNS supports the PM by supervising the delivery of quality patient care, through developing standards of practice, implementing changes to clinical practice, education of staff and initiating research and quality improvement activities. The CNS is responsible for the provision of clinical and professional expertise in emergency crisis and short term mental health interventions to maintain people in the community environment.

The CNS works collaboratively to improve the quality of patient care and promote desired outcomes in the patient population requiring mental health management and care.

The CNS is responsible for the provision of a consultation service within their area of expertise within the Armadale Health Service.

As a senior nurse has professional accountability to the Director of Nursing and Midwifery and provides mentorship and role modelling for nurses and contributes to the advancement of the profession, in keeping with the vision and values for Armadale Health Service Nursing.



Brief Summary of Duties (in order of importance)

1. Leadership/Management

- 1.1 Provides clinical leadership and consultancy to medical, nursing and allied health care professionals to support patient care in the area(s) of speciality at a Program and Service level.
- 1.2 Facilitates and provides advanced and complex patient care within the area of speciality, working in partnership with the interdisciplinary team members and external service providers.
- 1.3 Provides specialised knowledge and is an education resource to patients and clinical health professionals, and providers in the areas of speciality within the Program and Service.
- 1.4 Provides advanced, complex problem solving and process improvement within the program.
- 1.5 Contributes to the development and implementation of business plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with program, service and organisational priorities.
- 1.6 Contributes to the achievement of national targets for the area of responsibility within an ABF/ABM environment reporting against the agreed KPIs working in partnership with the Program Manager and Coordinator of Mental Health Nursing.
- 1.7 Contributes to the performance management processes which support ongoing development of and education of staff.
- 1.8 Promotes optimal use of available resources within best practice guidelines within the designated area.
- 1.9 Assists the Program Manager to manage staff recruitment, retention strategies and human resource management for the areas of specialty in accordance with DoH and SMSH policy and professional standards. Manage work practices in accordance with award agreements and entitlements.
- 1.10 Provides cost effective management of human and material resources.

2. Quality and Performance Innovation

- 2.1 Initiates and participates in the development of quality improvement and risk management strategies for their area of speciality and Service wide.
- 2.2 Promotes and facilitates compliance with National Safety & Quality Health Service Standards, National Mental Health Standards, and the EQuIP National programme.
- 2.3 Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents.
- 2.4 Develops and contributes to 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.
- 2.5 In partnership with the Program Manager and/or Coordinator of Mental Health Nursing leads the establishment and maintenance of a culture of patient safety within their area of specialty and contributes to the Service wide initiatives.

3. Research and Performance Innovation

- 3.1 Analyses research findings to ensure implementation of national and international best practice to support the delivery of appropriate clinical care.
- 3.2 Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to Armadale Kalamunda Group.
- 3.3 Serves as a resource and mentor of evidence based practice through role modelling and support of Nursing & Midwifery practice changes.

- 3.4 Incorporates Evidence Based Nursing/Midwifery Practice into patient care and leadership responsibilities.
- 3.5 Participates in/supports evidence based practice projects within program/service.
- 3.6 Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services and other services within area of responsibility are able to meet the changing needs of the health care industry.

4. Communication

- 4.1 Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal skills.
- 4.2 Maintains excellence in interpersonal skills, leadership and communication to guide appropriate patient care and ensures continuity of care between families and the multi-disciplinary team.
- 4.3 Provides assistance with investigation into patient complaints.
- 4.4 Provides a public relations function for the area including investigation and management of Nursing & Midwifery ministerial enquires.

5. Professional Accountability

- 5.1 Complies with and demonstrates a positive commitment to legislation that impacts on nursing practice.

6. EMHS Governance, Safety and Quality Requirements

- 6.1 Participates in the maintenance of a safe work environment.
- 6.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 6.3 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, National Mental Health Standards and other recognised health standards.
- 6.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 6.5 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 6.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act, Mental Health Act and the Equal Opportunity Act.

7. Undertakes other duties as directed

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced knowledge, experience and competence in area of speciality.
3. Demonstrated knowledge and application of human resource principles including legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.
4. Advanced interpersonal and communication skills (written & verbal).
5. Demonstrated knowledge and application of quality improvement initiatives.
6. Demonstrated knowledge of research principles to support evidence based practice.
7. Demonstrated commitment to professional development of self and others.
8. Eligibility for nomination and willingness to work as an Authorised Mental Health Practitioner.

Desirable Selection Criteria

1. Possession of or significant achievement toward a post graduate qualification in area of specialty.
2. Early Episode Psychosis experience.
3. Demonstrated community liaison skills.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Completion of 100 point identification check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity check.
- Successful Pre-Employment Health Assessment.

Certification

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

| | | | | |
|---------------------------|-----------|----|-----------|------|
| Manager / Supervisor Name | Signature | or | HE Number | Date |
|---------------------------|-----------|----|-----------|------|

| | | | | |
|----------------------------|-----------|----|-----------|------|
| Dept. / Division Head Name | Signature | or | HE Number | Date |
|----------------------------|-----------|----|-----------|------|

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

| | | | | |
|----------------|-----------|----|-----------|------|
| Occupant Name | Signature | or | HE Number | Date |
| Effective Date | | | | |

HSS Registration Details (to be completed by HSS)

| | | | |
|------------|------------|-----------------|-------------------|
| Created on | March 2018 | Last Updated on | He131744 19/04/18 |
|------------|------------|-----------------|-------------------|