



**HSS Registered**

**Clinical Nurse Specialist – Mental Health**  
**Nurses and Midwives Agreement: SRN Level 3**  
**Position Number: 110092**  
**Service 3 - Bentley Health Service**  
**Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)**

**Reporting Relationships**

Program Manager  
Level: HSO Level 10  
Position Number : 113683



Nurse Unit Manager – JMC  
Level: SRN 4  
Position Number: 603187



**This Position**



Directly reporting to this position:

Title	Classification	FTE
• Nil		

← Also reporting to this supervisor:

- various

**Key Responsibilities**

The Clinical Nurse Specialist After Hours (CNS) is responsible for the delivery of quality patient care within their specialty. The CNS supports the Ward based Nurse Unit Manager by supervising the delivery of quality patient care out of hours, through developing standards of practice, implementing changes to clinical practice, education of staff and initiating research and quality improvement activities.

This position is responsible for the provision of a consultation service within their area of expertise within the Hospital. 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.

As a senior nurse this position has professional accountability to the Coordinator of Mental Health Nursing and provides mentorship and role modelling for nurses and contributes to the advancement of the profession, in keeping with the vision and values for Bentley Health Service.

## EMHS Vision and Values

### Our Vision

***Healthy people, amazing care.  
Koorda moort, moorditj kwabadak.***

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

### Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

## 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 specialty at a Service and Hospital level.
- 1.2 Facilitates and provides advanced and complex patient care within the area of specialty at a Hospital level, working in partnership with the interdisciplinary team members and external providers.
- 1.3 Provides specialised knowledge and is an education resource to patients and clinical health professionals, and providers in the area of specialty within the hospital.
- 1.4 Provides advanced, complex problem solving and process improvement within the hospital.
- 1.5 Contributes to the development and implementation of business plans and strategies to facilitate effective utilisation of human, allocated financial and physical resources consistent with clinical unit, 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.
- 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 in relation to bed occupancy and use as well as staffing resources.

### 2. Quality and Performance Innovation

- 2.1 Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents.
- 2.2 Develops and contributes to standards and policies for the areas of specialty in collaboration with the Coordinator of Mental health Nursing, using evidence based approach, developing innovative methods and techniques for effective practice and change, internal and external to the area of responsibility.
- 2.3 Leads the establishment and maintenance of a culture of patient safety within their 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 Bentley Health Service.
- 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 within unit/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 multidisciplinary team.
- 4.3 Responsible for investigating and addressing clinical incidents and patient complaints ensuring compliance with legal requirements governing BHS.
- 4.4 Provides a public relations function for the area including investigation and management of Service ministerial enquiries.

### **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 Actively participates in the Peak Performance program.
- 6.3 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service 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 the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

### **7. Undertakes other duties as directed**

## Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

### Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced skills, knowledge, experience and competence in area of specialty.
3. Advanced interpersonal & communication skills (written & verbal).
4. Demonstrated ability in the knowledge & application of research & best practice principles and experience undertaking activities utilising the quality review cycle and aligned with the National Safety and Quality Health Services Standards and National Mental Health Standards.
5. Understanding of the Mental Health Act (2014) and its application to practice.
6. Demonstrated commitment to professional development of self and others.

### Desirable Selection Criteria

1. Possession of or significant progression toward the attainment of a post graduate qualification in area of specialty.
2. Demonstrated computer literacy, in particular, competence with office productivity applications.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

### Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child related work in Western Australia.
- 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	Last Updated on
	October 2019