



HSS Registered

Clinical Nurse Specialist

Nurses and Midwives Agreement; RN SRN Level 3

Position Number: 106112

Surgical Division – Colorectal Cancer

Royal Perth Hospital / East Metropolitan Health Service

Reporting Relationships

Medical Co-Director Service 4 (602509)	Service Co-Director Service 4 (602505)	Director of Nursing & Patient Support Services (105100) Professional Accountability
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Nursing Director RN SRN Level 10 Position Number: 105307
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This Position



Directly reporting to this position:		
Title	Classification	FTE

← Also reporting to this supervisor:

- Senior Registered Nurses; RN SRN Level 1-7
- Administrative Assistant

Key Responsibilities:

The Clinical Nurse Specialist is responsible for: supervising the delivery of quality patient care, developing standards of practice, implementing changes to clinical practice and initiating research and quality improvement activities; and the provision of a consultation service within their area of expertise/assigned area to all customers within the Hospital and 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.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

Brief Summary of Duties (in order of importance)

1. Position specific duties.

- 1.1 Expert resource for staff involved in the delivery of care to patients diagnosed with colorectal cancer in the surgical wards, colorectal outpatient clinics and preadmission clinics, through education and resource development.
- 1.2 Colorectal cancer surgical unit nurse led clinics specifically assessing all new referrals; providing continuity and coordination and undertaking survivorship clinics.
- 1.3 Provide continuing supportive patient centred care and advice to individuals diagnosed with colorectal neoplasia and their carers.
- 1.4 Coordinate patient care ensuring provision of information, access to psychosocial support, continuity of care within the multidisciplinary team.
- 1.5 Providing a link, collaborating and maintaining communication between medical specialist services within the hospital as well as at a secondary and primary care level with GP, community services including palliative care, rural health services and with interstate transfers.
- 1.6 Responsible for the coordination of the colorectal multidisciplinary team (MDT) meetings; and facilitates that outcomes are incorporated into the recommended patient management plan.
- 1.7 Coordination, management, maintenance and evaluation of the colorectal service
- 1.8 Participates in colorectal cancer research projects undertaken within the colorectal cancer service and under EMHS governance.
- 1.9 Facilitates and participates in data collection and audit to inform and enable quality improvement projects and to evaluate service delivery.
- 1.10 Undertakes and participates in professional development activities pertaining to colorectal cancer care provision and research.
- 1.11 Completes additional tasks as requested by the Nursing Director.

2. Specific Duties

- 2.1 Provides clinical leadership and consultancy to medical, nursing and allied health care professionals and providers in the areas of speciality at a Hospital and Health Service level.
- 2.2 Provides advanced and complex patient care within the area of speciality at a Hospital and Health Service level.
- 2.3 Initiates and analyses the research to determine clinical and management trends.
- 2.4 Promotes excellence and implements best practice that supports the delivery of appropriate clinical care and management in area of speciality.
- 2.5 Maintains excellence in interpersonal skills and leadership to guide appropriate patient in relation to area of speciality.
- 2.6 Promotes and guides a multi-disciplinary team approach to decision making.
- 2.7 Develops standards and policies for the areas of speciality using an evidence based approach, developing innovative methods and techniques for effective practice and change within the Hospital and Health Service.
- 2.8 Develops policies and monitors compliance and with relevant industry acknowledged standards and legislative requirements.
- 2.9 Coordinates and implements quality improvement activities recognising National Safety and Quality Health Service Standards.
- 2.10 Manages human and material resources to affect quality patient care.
- 2.11 Implements and maintains performance management systems which support ongoing development of staff.

- 2.12 Develops implements and evaluates educational and training programs related to the areas of speciality, Hospital and community needs.
- 2.13 Provides a public relations function for the area including where relevant investigation and management of ministerial's, enquiries and consumer complaints.

3. EMHS Governance, Safety and Quality Requirements

- 3.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 3.3 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 and other recognised health standards.
- 3.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 3.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

4. 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 significant knowledge, experience and leadership in area of speciality.
3. Demonstrated knowledge and application of human resource principles in nursing.
4. Demonstrated knowledge and application of quality improvement initiatives.
5. Demonstrated knowledge of research principles to support evidence based practice.
6. Demonstrated well developed interpersonal and communication (written/oral) skills.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Possession of or significant achievement towards a post graduate qualification in area of speciality.
2. Demonstrated computer literacy.

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
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_____ Dept. / Division Head Name	_____ Signature	or	_____ HE Number	_____ Date
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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	19/06/2020	Last Updated on	19/06/2020
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