



HSS Registered September 2021

Clinical Nurse Specialist – Pain Management
Nurses and Midwives Agreement: SRN Level 3
Position Number: 112125
Surgery & Specialist Care Directorate / Nursing / Day Procedure Unit
Rockingham Peel Group / South Metropolitan Health Service

Reporting Relationships

Executive Director Rockingham Peel Group
 Health Executive Professional Grade B
 Position Number: 110922



Nursing Co Director Surgery & Specialist Care Directorate
 Award Level: RN SRN Level 9
 Position Number: 111266



This Position



Directly reporting to this position:

Clinical Nurse	SRN 2	0.5
-----------------------	--------------	------------

← Also reporting to this supervisor:

NUMs, SRN4, FTE 5

- Ambulatory
- Day Procedure Unit
- Multi Stay Surgical
- Obstetrics
- Theatre

CNS, SRN3, FTE 3

- Obstetrics
- Theatre
- Pain Management

Safety & Quality Lead
 G8, FTE 1

Key Responsibilities

This specialist role is responsible for ensuring an effective Acute Pain Service function. Areas of accountability will include the provision of leadership, clinical standard setting and monitoring, policy development and change management. The role provides expert consultancy and contributes to the achievement of service goals and practices within their scope of practice considerate of the Nursing and Midwifery Board’s Nursing Practice Decision Flowchart.



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



Brief Summary of Duties (in order of importance)

1. Provides clinical leadership and expertise to nursing, medical and allied health care professionals, and providers for Acute Pain Service within the hospital/health service.
2. Provides comprehensive complex pain management to patients experiencing acute pain.
3. Maintains and reviews the standard of clinical care and implements policy change in alignment with evidence based practice.
4. Analyses research to determine clinical best practice. Initiates, implements and evaluates best practice activities that support the delivery of appropriate clinical care within the hospital/health service.
5. Maintains excellence in interpersonal skills and use of leadership to guide appropriate patient/client care and /or service delivery.
6. Promotes and facilitates a multi-disciplinary team approach to decision making.
7. Develops, implements and promotes evidence based standards and policies that are compliant with relevant professional, industrial and legislative requirements for the hospital/health service.
8. Provides leadership in the coordination and implementation of quality improvement activities.
9. Evaluates acute pain service to ensure delivery of efficient and cost effective service. Operates within the allocated budget for the area of responsibility.
10. Develops and implements business plans and strategies to facilitate the effective utilisation of allocated human, financial and physical resources consistent with hospital/health service priorities.
11. Develops, implements and evaluates education and training programs within the hospital/health service.
12. Provides a public relations function for the area including the investigation and report preparation for ministerial, enquiries and consumer complaints.
13. Uses effective change management strategies to improve practice within the hospital/health service.
14. Undertakes other duties as directed.

SMHS Governance, Safety and Quality Requirements

1. Participates in the maintenance of a safe work environment.
2. Participates in an annual performance development review.
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.
4. Completes mandatory training (including safety and quality training) as relevant to role.
5. Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
6. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

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. Leadership experience in relevant specialty.
3. Demonstrated high level interpersonal, negotiation and conflict resolution skills.
4. Demonstrated advanced clinical knowledge and experience in the delivery of evidence based nursing care within the practice setting/specialty.
5. Sound knowledge and application of human resource principles.
6. Demonstrated ability in the development, implementation and evaluation of new and existing policies/procedures/programs/services.

Desirable Selection Criteria

1. Post registration qualification in the area of specialty or evidence of significant progression towards one.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

- 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.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.