



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Clinical Nurse

Position details

Position Number:	00010471
Classification:	RNM Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 1 - Community Health
Department:	Community Health
Location:	Community Health -

Reporting relationships

This position reports to:

000010477	Clinical Nurse Manager	SRN 3
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Positions under direct supervision:

Nil

Key Responsibility

Promotes the health and wellbeing of children, families and specific community groups using a range of health promotion/education and support strategies focusing on the social determinants of health. Provides effective and efficient preventative and early intervention programs to individuals and groups.

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children’s Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children’s Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State’s universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives

 Care for children, young people and families	 Provide high-value healthcare	 Collaborate with our key support partners	 Value and respect our people	 Promote teaching, training and research
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Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

Compassion I treat others with empathy and kindness	Excellence I take pride in what I do, strive to learn and ensure exceptional service every time	Collaboration I work together with others to learn and continuously improve our service	Accountability I take responsibility for my actions and do what I say I will	Equity I am inclusive, respect diversity and aim to overcome disadvantage	Respect I value others and treat others as I wish to be treated
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Summary of accountabilities

1. Practices in accordance with the Australian Nursing & Midwifery Council Professional Practice Framework, in particular the ANMC National Competency Standards for the Registered Nurse

- Provides competent nursing care for clients, promoting self-care and personal responsibility for health.
- Assesses the holistic needs of individuals, families and population groups and refers to other services where appropriate.
- Plans, implements and evaluates nursing care, health promotion and education to individuals, families and population groups according to need, and service priorities.
- Communicates effectively with individuals and groups, encourages community participation and develops partnerships with local networks to achieve the best outcomes for the community.
- Participates in developing, monitoring and evaluating policies, procedures and standards of Community Nursing practice
- Identifies and develops service based quality improvement activities within Child and Adolescent Community Health
- Collaborates with relevant agencies/services and acts as a client advocate for the provision of early preventative and intervention programs to achieve desired health outcomes.
- Preceptors and teaches others within scope of practice.
- Supervises and supports nursing students, Registered and Enrolled Nurses in their assessment of clients and community needs.
- Acts as a resource to others within scope of practice.
- Sets own professional goals and reviews own and team members' performance.
- Provides formal reports, documentation and data as per health service requirements.
- Identifies client and staff safety risks and incidents and reports these according to policy.
- Performs duties in accordance with Child and Adolescent Health Service and Child and Adolescent Community health policies and procedures.
- Promotes awareness of and ensure compliance with:
 - Clinical and/or corporate governance requirements; and
 - Legislative and other regulatory requirements relating to equity and diversity, disability services and occupational safety and health.

3. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the CAHS Vision and CAHS Values of Compassion, Collaboration, Accountability, Respect, Excellence and Equity.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and

Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.

- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Occupational Safety and Health Act (WA) 1984*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.

Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Relevant experience in child and adolescent health.
3. Demonstrated advanced knowledge and understanding of primary health care principles and social determinants of health in the community and how these affect service delivery.
4. Demonstrated ability to take a leadership role within a team and/or function independently.
5. Demonstrated high level skills in communication (verbal and written), including group facilitation, negotiation and conflict resolution.
6. Demonstrated experience with continuous quality improvement, application of nursing research and the implementation of evidence based practice
7. Current driver's licence.

Desirable selection criteria

1. Possession of or significant progression towards a postgraduate qualification in Child and Adolescent Community Health or similar.
2. Understanding of multicultural and vulnerable population health issues
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery

Appointment to this position is subject to the following:

- 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.
- Evidence of current and valid driver's licence.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.

Certification

Created on	Last Reviewed	HSS Registered
Insert date	Insert date	15/09/2021

I verify that the details in this document are an accurate reflection of the requirements of the position.

Manager / Supervisor

Signature or HE Number

Date

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

Occupant Name

Signature or HE Number

Date