



HSS REGISTERED

Clinical Nurse Specialist
Eating Disorders

Nurses and Midwives Agreement: SRN 3

Position Number: SM115832

**Mental Health Youth Community Assessment and Treatment Team / Mental Health Service /
 Fiona Stanley Hospital / South Metropolitan Health Service**

Reporting Relationships

Executive Director FSF Group
 Position Number: 110820



Nurse Director – Mental Health
 Award Level: RN SRN Level 10
 Position Number: 113366



This Position



Directly reporting to this position

Title	Classification	FTE
Clinical Nurse	RNM Level 2	



Also reporting to this supervisor:
 • Various



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

Key Responsibilities

The Clinical Nurse Specialist (CNS), in partnership with the Nurse Director, is responsible for the delivery of quality patient care within their speciality. The position holder influences the practice of mental health nursing in allocated clinical area, both within and external to the health service. Areas of accountability will include the provision of leadership, education of staff and initiating research and quality improvement activities. The CNS is responsible for clinical standard setting and monitoring, policy development, and change management within the area of Youth Eating Disorders.

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 Fiona Stanley Fremantle Hospitals Group.

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. Leadership/Management

- 1.1 Provides clinical leadership and consultancy to medical, nursing and allied health care professionals to support consumer care in the area(s) of speciality within and external to the Hospital.
- 1.2 Facilitates and provides advanced and complex consumer care within the area of speciality, working in partnership with the interdisciplinary team members and external service providers.
- 1.3 Works in partnership with consumers and their carers to deliver consumer focused, recovery orientated care.
- 1.4 Practices in a manner that assists consumers to recognise and build on their strengths whilst providing care consistent with trauma informed.
- 1.5 Provides specialised knowledge and is an education resource to consumers and clinical health professionals, and providers in the areas of speciality within the Mental Health Service (MHS).
- 1.6 Will be responsible for assessing and triaging contacts / referrals to the Youth Service.
- 1.7 Provides advanced, complex problem solving and process improvement within the hospital and MHS.
- 1.8 Contributes to the development and implementation of business plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with clinical unit, service and organisational priorities.
- 1.9 Contributes to the achievement of national targets for the area of responsibility with in an ABF/ABM environment reporting against the agreed KPIs working in partnership with the NUM and/or Nurse Director.
- 1.10 Contributes to the performance management processes which support ongoing development of and education of staff.
- 1.11 Promotes optimal use of available resources within best practice guidelines within the designated area.
- 1.12 Represents the Service at Metropolitan wide meetings for mental health.

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 Standards for Mental Health Services, National Safety & Quality Health Service Standards and the EQulP 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 NUM and/or Nursing Director 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 Fiona Stanley Hospital.

SMHS Job Description Form

- 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 unit/centre/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. SMHS Governance, Safety and Quality Requirements

- 5.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 5.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 5.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 5.4 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.
- 5.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 5.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Occupational Safety and Health Act, the Disability Services Act and the Equal Opportunity Act.

6. 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 role and the SMHS 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 quality improvement initiatives and research principles to support evidence based practice.
4. Demonstrated well developed interpersonal and communication (written/oral) skills.
5. Sound knowledge and application of human resource principles.
6. Current knowledge of the Mental Health Act 2014, Nurses Act, & National Standards for Mental Health Services.
7. Current "C" or "C.A." class drivers licence.
8. 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. Authorised Mental Health Practitioner.
2. Possession of or significant achievement toward a post graduate qualification in area of specialty.
3. 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.
- Evidence of current "C" or "C.A." class drivers licence.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.