



**HSS REGISTERED**

**Clinical Nurse Consultant – Medical**  
**WA Health System – ANF – RNs, Midwives EN (Mental Health) and EN (Mothercraft) Industrial Agreement: RN SRN Level 4**  
**Position Number: SM114591**  
**Advanced Heart Failure and Cardiac Transplant Service**  
**Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service**

**Reporting Relationships**

Medical Director Med Admin Position Number: 113255	Nurse Director RN SRN Level 10 Position Number: 113360	Service Director HSO Level G14 Position Number: 113259
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Nurse Practitioner RNM SRN Level 7 Position Number: 114060
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<b>This Position</b>
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Directly reporting to this position		
<b>Title</b>	<b>Classification</b>	<b>FTE</b>
<ul style="list-style-type: none"> <li>• Clinical Nurse</li> </ul>	ANF; Level 2	1.0

← Also reporting to this supervisor:

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**Key Responsibilities**

The Clinical Nurse Consultant (CNC) is responsible for providing a clinical consultancy service within an assigned area of specialty; developing standards of practice; implementing changes to clinical practice; educating staff and initiating research and quality improvement activities. The CNC is responsible for the provision of a consultation service within their area of expertise across hospital services and external sites. The CNC works collaboratively to improve the quality of patient care and promote desired outcomes in the advanced heart failure population including care of patients requiring mechanical support and cardiac transplant. 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 Nursing.



*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. Leadership / Management

- 1.1 Provides clinical leadership, education and consultancy to patients and clinical health care professionals and providers internal and external to the position.
- 1.2 Facilitates and provides advanced, complex patient care within the area of specialty at a Hospital and a Health Service level through consultancy practice.
- 1.3 Provides specialised knowledge and is an education resource to nursing, medical and allied health and broader health care professionals, and providers in the areas of speciality internal and external to the hospital.
- 1.4 Develops and implements business plans and strategies to facilitate effective utilisation of human, allocated financial and physical resources within the clinical unit, service and corporate priorities.
- 1.5 Contributes to the achievement of national targets for the area of responsibility within an ABF / ABM environment reporting against agreed KPIs working partnership with the NUM/ MM (where relevant) and / or the Nursing Director.
- 1.6 Responsible for producing changes to practice as a consequence of individual interventions and advice.
- 1.7 Responsible for staffing, rostering and resource balancing nursing staff.
- 1.8 Develops implements and evaluates educational and training programs related to the needs internal and external to the position.
- 1.9 Contributes to and/or implements the performance management systems which support ongoing development of staff.

### 2. Quality and Performance Innovation

- 2.1 Participates in the Cardia Transplant coordination on call roster.
- 2.2 Initiates and participates in the development of quality improvement and risk management strategies for their area of speciality and Service wide.
- 2.3 Promotes and facilitates compliance with National Safety & Quality Health Service Standards and the EQulP National programme.
- 2.4 Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents.
- 2.5 Develops 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.
- 2.6 In partnership with Senior Nursing staff and the Head of Specialty 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 Provides expertise to assist in the development of nursing staff relating to specialty.
- 3.3 Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to the health service.
- 3.4 Serves as a resource and mentor of evidence based practice through role modelling and support of Nursing & Midwifery practice changes.
- 3.5 Incorporates Evidence Based Nursing/Midwifery Practice into patient care, education and leadership responsibilities.
- 3.6 Leads, and/or participates in/supports evidence based practice projects

#### SMHS Job Description Form

within unit/centre/service.

3.7 Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services and other services under 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 and leadership with all customers of the position to guide appropriate patient care in relation to area of specialty.
- 4.3 Promotes a multi-disciplinary approach to decision making.
- 4.4 Provides assistance in addressing patient complaints ensuring compliance with legal requirements governing the health service.
- 4.5 Provides a public relations function for the area including investigation and management of Nursing & Midwifery ministerial enquires.

## **5. Professional Accountability**

- 5.1 Complies with and demonstrates a positive commitment to the following legislation;
  - Nursing and Midwifery Board of Australia – Code of Conduct
  - Poisons Act
  - National Safety and Quality Health Service Standards

## **6. SMHS Governance, Safety and Quality Requirements**

- 6.1 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.
- 6.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 6.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 6.4 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.
- 6.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 6.6 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.

## **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 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. Possession of accredited course in area of speciality.
4. Demonstrated knowledge and application of quality improvement initiatives.
5. Demonstrate 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 toward a post graduate qualification in area of specialty.

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