



Clinical Nurse Specialist

Position details

Position Number:

Classification: SRN Level 3

Agreement: Nurses and Midwives Agreement

Directorate: Operations - Service Unit 2 - Mental Health

Department: CAMHS

Location: Various

Reporting relationships

This position reports to:

Service Manager

Level G9

Positions under direct supervision:

Key Responsibility

- Responsible in partnership with the manager, for the delivery of quality patient care within their speciality.
- Supervising the delivery of quality patient care, through developing standards of practice, implementing changes to clinical practice, staff education and initiating research and quality improvement activities
- Providing a consultation service within their area of expertise and working collaboratively to improve the quality of patient care and promote desired outcomes in the patient population, which includes patients with complex needs, within the inpatient, outpatient and community setting.

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

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

Summary of accountabilities

- Provides clinical leadership and consultancy to other health professionals to support patient care in the area(s) of speciality at a Service level.
- Facilitates and provides advanced and complex patient care within the area of speciality, working in partnership with the multidisciplinary team members and external service providers as required.
- Undertakes case management, coordination, individual and group therapies as indicated
- Provides specialised knowledge and is an education resource to patients, families and other health professionals.
- Provides advanced, complex problem solving and process improvement within the service.
- Contributes to the achievement of national targets for the area of responsibility, ensuring compliance against the agreed KPIs working in partnership with the Manager as required
- Contributes to the ongoing development of Junior Nursing Staff and others as indicated.
- Promotes optimal use of available resources within best practice guidelines within the designated area.
- Initiates and participates in the development of quality improvement and risk management strategies for their area of speciality and Service wide as required.
- 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.
- In partnership with the Manager leads the establishment and maintenance of a culture of patient safety within their area of specialty and contributes to the Service wide initiatives.
- Analyses research findings to ensure implementation of national and international best practice to support the delivery of appropriate clinical care.
- Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to CAMHS.
- Serves as a resource and mentor of evidence-based practice through role modelling and support of Nursing practice changes.
- Incorporates Evidence Based Nursing Practice into patient care and leadership responsibilities.
- Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services and other services within area of responsibility can meet the changing needs of the health care industry.
- Maintains open and collaborative communication with relevant key stakeholders.



- Maintains excellence in interpersonal skills, leadership and communication to guide appropriate patient care and ensures continuity of care between families, the multi-disciplinary team and key stakeholders.

2. 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 Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe working environment in consultation with employees under their supervision.
- 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*, *Work Health and Safety Act (WA) 2020*, *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. Demonstrated significant clinical knowledge, experience and leadership within a Multi-Disciplinary Team in area of speciality.
3. Advanced problem-solving strategies that influence, manage and co-ordinate patient care.
4. Demonstrated knowledge of research principles to support evidence-based practice.
5. Demonstrated well developed interpersonal and communication (written/oral) skills.
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work, Health Safety, 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
2. Experience in a Child and Adolescent Mental Health setting

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.
- 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	Insert date

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

