



## Clinical Nurse Specialist – Child Health

### Position details

Position Number:	00008069
Classification:	SRN Level 3
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 1 - Community Health
Department:	Child Development Service
Location:	Community Health -

### Reporting relationships

This position reports to:

00007182                      Clinical Nurse Consultant                      Level SRN4

Positions under direct supervision:

Nil.

### Key Responsibility

- Provides metropolitan wide Nursing consultative services related to the referral process, triage, eligibility criteria and access to services, transdisciplinary screening and discipline allocation. Perform early parent engagement and service planning, and consult on clinical pathways and waiting times within the metropolitan Child Development Service (CDS). Under the direct supervision of the Paediatrician conducts comprehensive and systematic developmental assessments of children to detect developmental disability or delay.

## 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

### 1. Consultation

- Applies effective triage principles in accordance with eligibility criteria and access to services for metropolitan wide Child Development Service (CDS).
- Provides advice and education on referral process, triage, eligibility criteria and access to services, transdisciplinary screening and discipline allocation, early parent engagement and service planning, clinical pathways, wait times, second opinion and complex team assessment to clinicians, parents/ families and other professionals.
- Provides day to day advice to all members of the multidisciplinary team regarding the progress of referrals, discipline allocation, complex team assessment wait times, continuum of care and case management discussion.
- Establishes a collaborative relationship with designated cohorts of parents/families/carers in consultation with members of the multidisciplinary team.
- Acts as a resource/liaison person to other health service providers/professional agencies.

### 2. Clinical

- Provides advanced clinical nursing practice in accordance with NMBA standards, scope of practice and Community Health Nursing Practice framework.
- Co-ordinates, leads and completes weekly intake reports for the metropolitan-wide Child Development Service sites.
- Conducts opportunistic and planned First Appointments with parents/primary caregivers during triage and as allocated at Intake.
- Manages clinical risk and triages referrals and explains the service planning process and assessment procedures to parents/carers/referees/external providers as required.
- Provides advanced child health nursing and conducts comprehensive and systematic assessment of children to detect developmental disability or delay under the direct supervision of the Paediatrician in accordance with nursing scope of practice.
- Provides advanced client care adhering to the principles of family partnership within the child health nursing speciality.
- Promotes primary prevention and the early detection of developmental delay within child health nursing universal and universal plus targeted programs.
- Provides child health nursing health promotion and health education to clients as appropriate.
- Alerts members of the multidisciplinary team to relevant information received following assessment and consultation with parents/carers/families via email or case discussion.
- Initiates and implements best practice that supports the delivery of clinical practice within the child health nursing speciality.



- Contributes to multidisciplinary case management to enhance effective service planning/goal setting for the client and family within the child health nursing speciality.
- Contributes to the development of clinical standards of practice as required.
- Documents all clinical/non clinical occasions of service in Child Development Information System (CDIS) and Genie in accordance with legislative requirements.

### 3. Education

- As a member of the interdisciplinary team, provides education and support to parents/families/carers in the areas of the importance of the early years, normal growth and development, play and learning and principles of family partnership and sensitive parenting.
- Provides information and community development opportunities to key stakeholders on the referral process, eligibility criteria, early engagement and service planning process, discharge and flexible re-entry policy, complex team assessment and waiting times.
- Accepts responsibility for own learning, professional conduct and development, participates in clinical supervision, attends mandatory training, clinical practice updates and maintains professional portfolio annually.
- Contributes to the planning, development and implementation of formal education programs and preceptors students and new staff as required.

### 4. General

- Maintains excellence in communication and interpersonal skills and provides clinical leadership and motivation to nursing staff.
- Responsible for the management, implementation, maintenance of clinical supervision and reflective practice of performance management system which supports the ongoing development of self and other employees as required.
- Actively participates in relevant nursing meetings both internal and external to the organisation as required.
- Provides formal reports and statistical data as required.
- Conducts activities in compliance with the Nurses Act, Nursing and Midwifery Board of Australia, Public Sector Management Act, Public Sector Code of Ethics, National Safety and Quality Health Service Standards, Health Service Code of Conduct and within CAHS/CACH clinical and corporate governance policy and procedures.

### 5. 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.
- 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 knowledge, experience and advanced skills in clinical leadership within the community/child health nursing specialty.
3. Knowledge of primary health care principles and social determinants of health.
4. Knowledge of triage process and prioritisation.
5. Advanced organisational and time management skills
6. Ability to function independently and within a multidisciplinary team environment.
7. Demonstrated advanced skills in communication, conflict resolution and change management.
8. Demonstrated knowledge and application of quality improvement initiatives.
9. Current and valid driver's licence.

### Desirable selection criteria

1. Post graduate qualification in child health nursing.
2. Demonstrated computer literacy.
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 drivers 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.



