



# Clinical Nurse Specialist

## Position details

Position Number:	00020691
Classification:	SRN Level 3
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 3 - Surgical
Department:	Pre-Anaesthetic
Location:	Perth Children's Hospital, QEII Campus, Nedlands

## Reporting relationships

This position reports to:

00012923                      Nurse Co-Director                      SRN10

Positions under direct supervision:

Nil.

## Key Responsibility

In partnership with the relevant specialty Head of Department (HoD) and other clinical staff the specialty CNS is responsible for the delivery of quality patient care within their speciality, supporting the HoD by supervising the delivery of quality patient care, through developing standards of practice, implementing changes to clinical practice, education of staff and initiating research and quality improvement activities. The CNS is responsible for the provision of a consultation service within their area of expertise within the Hospital. The CNS works 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 and ambulatory care setting. As a senior nurse, the CNS has professional accountability to the Executive Director of Nursing and provides mentorship and role modelling for nurses and contributes to the advancement of the profession, in keeping with the vision and values for Perth Children's Hospital.

## 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 medical, nursing and allied health care professionals to support patient care in the area(s) of speciality at a Service and Hospital level.
- Facilitates and provides advanced and complex patient care within the area of speciality at a Hospital level, working in partnership with the interdisciplinary team members and external service providers.
- Provides specialised knowledge and is an education resource to patients and clinical health professionals, and providers in the areas of speciality within the hospital.
- Provides advanced, complex problem solving and process improvement within the hospital.
- 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.
- 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 Co-ordinator of Nursing and/or Nurse Co-Director.
- Contributes to the performance management processes which support ongoing development of and education of staff.
- 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.
- Promotes and facilitates compliance with National Safety & Quality Health Service Standards.
- Supports the hospital clinical governance and risk management strategies by reporting and investigating adverse incidents.
- 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 HoD, Co-ordinator of Nursing and/or Nursing Co-Director 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 Perth Children's Hospital.
- 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.
- Participates in/supports evidence based practice projects within unit/centre/service.
- 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.



- Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal skills.
- 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.
- Provides assistance with investigation into patient complaints.
- Provides a public relations function for the area including investigation and management of Nursing ministerial enquires.
- 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

### 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 and inclusive 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.



