



Clinical Nurse Specialist

(Nursing Practice and Innovation)

Position details

Position Number:	00018177
Classification:	SRN Level 3
Agreement:	Nurses and Midwives Agreement
Directorate:	CAHS Nursing Services
Department:	CAHS Nursing Education, Research and Innovation
Location:	Perth Children's Hospital, QEII Campus, Nedlands

Reporting relationships

This position reports to:

00016518	Coordinator of Nursing	SRN 7
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Positions under direct supervision:

Nil

Key Responsibility

The Clinical Nurse Specialist – Nursing Practice and Innovation is responsible for the provision of clinical leadership and demonstrates an advanced level of nursing knowledge and skills to lead strategic initiatives and clinical reform projects within CAHS nursing services.

This position implements approved initiatives introduced to support existing and new professional nursing programs and undertakes evaluation of programs within CAHS to achieve stated program objectives.

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

Practices in accordance with the Australian Nursing & Midwifery Council Professional Practice Framework, in particular the ANMC National Competency Standards for the Registered Nurse.

Leadership

- Contributes to strategic nursing leadership and direction related to CAHS Nursing Services in consultation with internal and external key stakeholders.
- Initiates and analyses research to determine clinical best practice. Initiates, implements and evaluates best practice activities to support delivery of appropriate care within specialty area.
- Maintains an expert awareness of clinical trends and issues which may impact on the nursing workforce.
- Collaborates and consults with key stakeholders and functional areas of the agency to identify needs, priorities and issues relating to clinical nursing practice, including the identification of risks, costs and benefits.
- Maintains excellence in interpersonal skills and use of leadership to guide appropriate service delivery, promoting and facilitating a team approach to decision making and complex problem solving.
- Plans, develops and coordinates the implementation of innovative strategies and clinical reform aligned to the requirements of the organisation, WA Health strategic intent and legislative requirements
- Uses effective change management strategies and project management methodology to lead improvements in practice within the health service.
- Ensure risks to initiatives and clinical reform are identified, assessed and managed, with systemic risks identified and reported.
- Provides senior management with information and reports on identified initiatives and outcomes, and prepares briefs and reports as required.
- Maintains own professional development and teaching expertise through active involvement in workforce development and continuing education programs, and provides professional education guidance to staff as required.
- Maintains current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these affect employment and service delivery.
- Performs other duties as directed.



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, Occupational Safety and Health Act (WA) 1984, 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. Advanced clinical knowledge, experience and leadership in the area of specialty.
3. Proven leadership and management abilities in implementing service improvement initiatives.
4. Highly developed consultation, facilitation and negotiation skills, including the ability to establish and maintain effective relationships with internal and external stakeholders at all levels.
5. Knowledge of programs, trends and issues relevant to nursing in a tertiary setting.
6. Advanced conceptual and analytical skills with a demonstrated ability to identify and solves problems using innovative solutions.

Desirable selection criteria

1. Possession of or significant achievement toward a postgraduate qualification in area of speciality.
2. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work, Health and Safety, and how these impact on employment and service delivery and the ability to incorporate inclusive practices.

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.



