



Clinical Nurse Consultant – Child Health

Position details

Position Number:	00007182
Classification:	SRN Level 4
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 1 - Community Health
Department:	Child Development Service
Location:	Community Health - Child Development Service

Reporting relationships

This position reports to:

00005537	Manager Child Development Service	HSO G9
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Positions under direct supervision:

Clinical Nurse Specialist – Child Health	SRN 3	13.10 FTE
Clinical Nurse	RN Level 2	0.60 FTE

Key Responsibility

- This position is a consultative role which provides both an effective clinical leadership and management function. As a consequence the position holder influences the practice of child health and development nursing in allocated clinical roles within and external to the health service. Areas of accountability include the provision of leadership and management, adherence and monitoring of clinical nursing standards of practice within the nursing decision making framework. The position provides key clinical and strategic leadership within the Child Development Service, with members from the Multidisciplinary team as an integral member of the Clinical Leadership Committee.

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

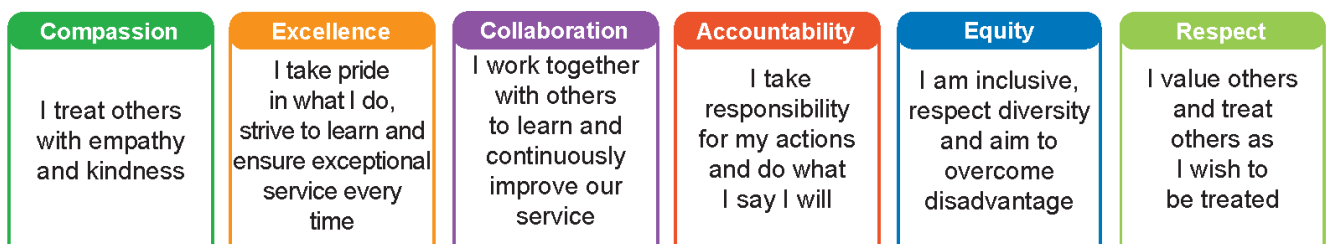
Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



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:



Summary of accountabilities

Practices in accordance with the Nursing and Midwifery Board Professional Codes and Guidelines in particular the Nursing and Midwifery Board Registered Nurse standards for practice

- Provides a consultative role and point of accountability for clinical and management leadership to the Clinical Nurse Specialists and Clinical Nurse within the Child Development Service (CDS) neurodevelopmental speciality.
- Provides clinical nursing leadership and consultancy to nursing, medical and allied health professionals and relevant stakeholders, both internal and external to CAHS-Community Health, Child Development Service.
- Provides a clinical and consultative role on the eligibility criteria, referral process, prioritisation framework, clinical risk identification, triage, service planning in accordance with parental primary concern and with community health nurses and other health professionals both internal and external to the organisation.
- Provides a consultative role in the clinical redesign and implementation of Nurse-Led Clinics in the Neurodevelopmental specialty.
- Facilitates the provision of advanced child development nursing practice to ensure the effective management of client throughput is maintained in collaboration with the Centralised Intake and Multidisciplinary teams on the progress of external and internal referrals within service Key Performance Indicators (KPIs)
- Leads and manages the implementation, adherence and monitoring of Nursing Sensitive Indicators; nursing turnover, throughput, occasions of service, education, staffing, nursing skills mix, workforce needs and professional development for the CDS Nursing team.
- In collaboration with the CDS Manager, is responsible for the allocation of nursing fte in accordance with allocated, affordable budget to meet service demands, KPIs and operational requirements.
- Facilitates effective utilisation of human, allocated financial and physical resources within the nursing discipline and contributes to the development and implementation of business cases as required.
- Responsible for ensuring that professional, clinical practice and system concerns are communicated with the CDS Manager and Director of Clinical Services in a timely way.
- Analyses and contributes to relevant research to determine clinical and management trends, initiates and implements best practice that supports the delivery of evidence based clinical care and ongoing management in the child health and development nursing speciality.



- Plans and implements the allocation of nursing staff mix according to analysis and review of clinical needs promoting optimal use of available resources within best practice guidelines.
- Maintains excellence in interpersonal skills and leadership to engage and collaborate with the multidisciplinary team and external providers to deliver effective nursing client care within the neurodevelopmental speciality.
- Initiates and participates in the development of formal nursing quality improvement activities and risk management strategies to inform evidence-based practice.
- Promotes and facilitates nursing/midwifery compliance with National Safety and Quality Health Service Standards (NSQHS).
- Assists with developing standards, policies, a professional practice framework using an evidence-based approach, developing innovative methods and strategies for high quality nursing clinical practice and change management methodology.
- Implements and maintains performance management plans which support and encourage ongoing professional development of nursing staff.
- Maintains own professional portfolio and accepts responsibility for professional development.
- In partnership with the Director of Clinical Services and CDS Manager leads the establishment and maintenance of a culture of client safety and contributes to service wide initiatives.
- Maintains awareness of research initiatives and innovation of significance both internal and external to the Child and Adolescent Health Service.
- Acts as a resource and mentor of promoting evidence-based practice through role modelling and support of nursing practice change.
- Incorporates Evidence Based Nursing Practice into clinical care and leadership responsibilities and supports service wide projects.
- Contributes to strategic planning, monitors the internal and external environment and influences and collaborates to ensure that nursing services are able to meet the changing needs within the broader health care environment.
- Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written, verbal and interpersonal skills.
- In partnership with the CDS Manager is responsible for addressing client complaints ensuring compliance with legal requirements and public interest disclosure is met.
- As required and requested by the Director of Clinical Services or CDS Manager assists with the investigation, management and response to ministerial enquiries.



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

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.



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 experience, knowledge and skill in clinical leadership and management within the child health and development nursing specialty.
3. Advanced interpersonal and communication skills both written and verbal.
4. Demonstrated significant knowledge and application of research and best practice principles and experience undertaking activities utilising the quality review cycle aligned with the National Safety and Quality Health Service Standards. (NSQHS)
5. Demonstrated commitment to professional self-development and the review and development of performance and mentoring of nursing staff.
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment, service delivery and the ability to incorporate inclusive practices.
7. Current valid driver's license.

Desirable selection criteria

1. Possession of a post graduate qualification in the child health and development specialist.
2. Possession of or significant progression toward the attainment of a post graduate qualification in Nursing Leadership and Management.
3. Demonstrated computer literacy and competence with office productivity applications.

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 and valid driver's license.
- 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	Registered
Insert date	Insert date	6/08/2024

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

