



Clinical Nurse

Position details

Position Number:	00007062
Classification:	RNM Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 6 - Neonatology
Department:	Neonatology
Location:	King Edward Memorial Hospital

Reporting relationships

This position reports to:

00015618 Clinical Nurse Specialist SRN Level 3

Positions under direct supervision:

Nil.

Key Responsibility

Responsible for the provision of support and advice on lactation and breastfeeding issues related to mothers and babies in the neonatal period.

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

Clinical Responsibilities

- Competently assesses, develops, implements, evaluates and documents planned care for infants and mothers in relation to lactation and breastfeeding.
- Provide specialist services to the mothers of infants in the Neonatal unit to assist with lactation and breastfeeding in conjunction with the staff caring for the infant through the provision of information and practical assistance.
- Promotes, protects and supports lactation and breastfeeding following World Health Organisation principles and International Board Certified Lactation Consultant (IBCLC) standards.
- Acts as an advocate for patients and families and collaborates with them and other members of the health care team to achieve lactation and breastfeeding goals.
- Communicates effectively with patients' family, donors of expressed breast milk and all members of the health care team.
- Screen mothers for Post Natal Depression using Edinburgh Postnatal Depression Scale (EPDS) according to unit guidelines and refers appropriately.
- Liaises with milk room staff and nursing staff to identify and manage problems related to breastmilk expression and storage.
- Responsible for the collection, preparation and dispensing of pasteurised donor human milk (PDHM) for Neonatology.
- Contributes to the maintenance of accurate, clear and current records within a legal and ethical framework.
- Conducts formal and informal teaching for staff and families.
- Accepts responsibility for the clinical development of staff through preceptoring, orientation and an active contribution to staff development.
- Acts as a lactation resource for the health care team.
- Maintains records and provides statistics, including computer based data.
- Initiates and participates in the development of policies, procedures and standards of practice in collaboration with colleagues.

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

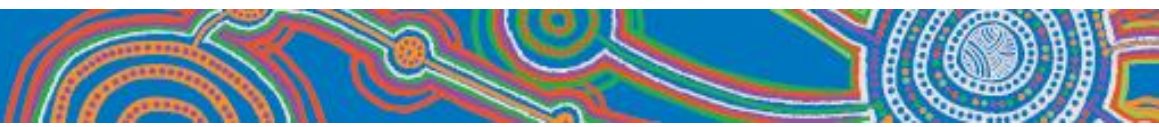
1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Current International Board Certified Lactation Consultant Certificate, and demonstrated skills in area of speciality.
3. Demonstrated advanced knowledge and recent experience in the provision of evidence based lactation and breastfeeding support in a midwifery or neonatal setting to the mothers of preterm or ill infants.
4. Proven ability to assess learning needs and individualise teaching sessions for staff and families.
5. Sound knowledge of nursing standards and commitment to excellence in patient care demonstrated by ability to undertake quality improvement activities.
6. Demonstrated advanced skills in verbal and written communication, negotiation and interpersonal skills.
7. Proven ability to take a leadership role within a team and/or function independently.
8. 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.

Desirable selection criteria

1. Ability to implement evidence based practice.
2. Computer literacy

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	Registered
1/02/2023	22/11/2024	22/11/2024

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

