

POSITION DESCRIPTION

Clinical Nurse Consultant - Cancer Services - Griffith

Organisation	NSW Health
Local Health District / Agency	Murrumbidgee Local Health District
Position Classification	Clinical Nurse Consultant Gde 1
State Award	Public Health System Nurses & Midwives (State) Award
Category	Nursing & Midwifery Clinical Nurse Consultant
Vaccination Category	Category A
ANZSCO Code	254418 Registered Nurse (Medical)
Website	www.mlhd.health.nsw.gov.au

PRIMARY PURPOSE

The Clinical Nurse Consultant (CNC) and Clinical Midwife Consultant (CMC) is responsible for provision of high level patient centred, evidence –based clinical nursing care and is expected to embrace and lead a practice development philosophy in the delivery of that care. This is achieved under the provision of five (5) domains, those being clinical service and consultancy, clinical leadership, education, research and clinical services planning& management.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

- At least 5 years fulltime equivalent post registration clinical experience in addition who has approved post registration nursing / midwifery qualifications relevant to the field in which they are appointed, or such other qualifications or experience deemed appropriate by the employer.
- Current Authority to Practice as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA).
- National Police Check
- NSW Working with Children Check
- Vaccination Category A
- Safe for Work Assessment

KEY ACCOUNTABILITIES

As a regulated health professional the Registered Nurse is responsible and accountable to the Nursing and Midwifery Board of Australia (NMBA) to meet and the NMBA approved standards, codes, guidelines and frameworks. The

POSITION DESCRIPTION

Clinical Nurse Consultant - Cancer Services - Griffith

standards for practice should be evident in current practice, and inform the scope of practice for the area of employment.

Clinical Service and Consultancy. The CNC/CMC provides expert clinical advice to patients, carers and other health professionals with a defined specialty. The CNC CMC develops and facilitates the implementation and evaluation of care management plans for patients with complex health needs

- Provides an expert person – centred consultancy practice participating in direct patient care provision.
- Provides education on complex clinical issues to clients and carers
- Identifies and adopts innovative clinical practice models e.g. implementation and evaluation of new treatments, technologies and therapeutic techniques relating to CNC / CMC speciality.
- Participates/ collaborates in the design and conduct of quality improvement initiatives.

Clinical Leadership. The CNC CMC provides leadership that facilitates the ongoing development of clinical practice.

- Acts as a role model and expert clinician in the clinical setting.
- Contributes to the development and management of clinical processes e.g. models of care maps, clinical pathways, policy procedures and guidelines.
- Provides leadership in the ongoing review of clinical practice at facility or local health district / specialist network level as required.

Research. The CNC / CMC initiates and utilizes findings of research in the provision of clinical services.

- Initiates, conducts and disseminates the findings of locally based research in specialist.
- Participates as co- researcher in larger studies.
- Manages research projects requiring clinical contribution from others.

Education. The CNC CMC contributes to the development and the delivery of specialist related education programs.

- Participates in formal and informal education programs
- Identifies clinical education needs.
- Collaborates with others in the development and delivery of education programs.

Clinical Services Planning and Management. The CNC/ CMC participates in formal processes for the strategic and operational planning for the clinical service. The role also involves the organization and delivery of specialist consultant service.

- Identifies future issues and new directions for the service.

POSITION DESCRIPTION

Clinical Nurse Consultant - Cancer Services - Griffith

- Contributes to formal services and strategic planning processes within the organization.
- Plans, implements and evaluates annual plans for nurse / midwife consultancy service.

Nurses are accountable for their decisions, actions, behaviours and the responsibilities that are inherent in their nursing roles including documentation. Accountability cannot be delegated. The registered nurse who delegates activities to be undertaken by another person remains accountable for the decision to delegate, for monitoring the level of performance by the other person, and for evaluating the outcomes of what has been delegated.

KEY CHALLENGES

- Working within a rapidly changing health care environment with increased community & individual expectations of the role.
- Able to change and adapt to new models of care and changing clinical practices based on evidence and research challenging traditional values and beliefs with the profession.
- Developing professional relationships given the broad geographic and specialty areas across the LHD.
- Time management and prioritising competing workload demands given the scope of practice and reliance on nursing staff.

KEY RELATIONSHIPS

Who	Why
Manager and / or District Director Nursing & Midwifery	Operational and/or strategic manager providing guidance, direction and feedback to deliver quality care to patients/clients.
Nursing staff (RNs, NUMs, CNSs) and other health care professionals	Provide clinical leadership and expert advice; collaborate regarding patient care to enable delivery of best practice care
Patients/clients, their families and other relevant parties (in accordance with legislation related to confidentiality and privacy)	To provide appropriate, high quality, patient centred care which meets needs and expectations in line with CORE values.
NGO and Non NGO Health Care Providers (such as AMS) and other Government Health Care Providers as appropriate	Provide clinical leadership and expert advice and collaborate regarding patient care to ensure continuity and best practice care.

SELECTION CRITERIA

1. Registered with the Nursing and Midwifery Board of Australia (NMBA), with demonstrated evidence to meet the NMBA's Registered Nurse standards for practice and meet the NMBA approved standards, codes, guidelines and frameworks commensurate with the position.
2. Demonstrated effective communication including verbal, written and interpersonal skills and advanced

POSITION DESCRIPTION

Clinical Nurse Consultant - Cancer Services - Griffith

- information technology skills to provide consultancy services and deliver innovative nursing practice.
3. Demonstrated ability to work effectively and collaboratively both independently and as part of the multidisciplinary health care team.
 4. Demonstrated ability to contribute to quality improvement, practice development, research and evidence-based practice.
 5. Demonstrated clinical expertise, clinical service planning and clinical leadership in the area of specialty.
 6. Demonstrated personal attributes including resilience, accountability, integrity and ability to manage self.
 7. Demonstrated ability to identify education needs and deliver education for patients/clients and health care professionals.
 8. Evidence of a current Class C drivers licence and ability and willingness to travel for work purposes. This may involve driving long distances with the MLHD.

OTHER REQUIREMENTS

The role and responsibilities are to be carried out in a manner that is consistent with delegations, policies, procedures and operations systems of Murrumbidgee LHD, and in line with the NSW Health Code of Conduct and professional regulation. The following specific requirements should be noted:

Education and Training

- It is the responsibility of each staff member to comply with professional and mandatory training requirements as directed by National, State and Local Legislation and Policy
- It is the responsibility of each staff member to be aware of the contents of the Policy and Procedures Manual/Database(s) for their Department and to work within the principles contained therein.

Work Health & Safety

- Comply with and implement the NSW Health Work Health and Safety Better Practice Procedures by identifying, assessing, eliminating/controlling and monitoring hazards and risks within the workplace, to the extent of delegated authority for the role.

Other Duties

- Perform other job related duties as directed consistent with the Award Classification.
- Undertake reasonable travel in accordance with the duties of this position.
- Participate in an annual performance achievement and development process.
- Each staff member is expected to exhibit a commitment to the principles of Our People Our Future and the MLHD CORE Values of Collaboration, Openness, Respect and Empowerment as defined in the NSW Health Code of Conduct
- Aboriginal and Torres Strait Island people are strongly encouraged to apply.

POSITION DESCRIPTION






Clinical Nurse Consultant - Cancer Services - Griffith

CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity and Inclusion	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Foundational
	Technology	Adept
	Procurement and Contract Management	Adept
	Project Management	Adept
 People Management	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Adept