

Position title: Clinical Nurse/Midwife Consultant

Classification: Clinical Nurse/ Midwife Consultant C Year 1-2

Clinical Nurse/ Midwife Consultant D

Clinical Nurse/ Midwife Consultant E

Also see Clinical Consultant definitions below

Codes: ZA7, ZA8, RN41, RN42, ZE4, RN53, RN63

Grade: CAPR 4.1, CAPR 4.2, CAPR 5, CAPR 6

Reports to: *Refer to Position Description Attachment Document*

Department: Monash Health Wards / Units

About Monash Health

Monash Health is Victoria's largest and most comprehensive health service. For more than 170 years, Monash Health and its predecessors have provided safe, high-quality healthcare for people at every life stage.

With more than 24,000 employees, we provide care to south-eastern metropolitan Melbourne and rural Victoria from over 40 locations, via telehealth, within local communities and in people's homes. Each year:

- We provide more than 3.8 million episodes of care to our community,
- More than 310,000 people are admitted to our hospitals,
- Close to 269,000 people receive care at our four emergency departments,
- We respond to more than 65,000 ambulance arrivals,
- We perform more than 82,000 surgical operations, and
- We birth more than 10,500 babies.

As an equal opportunity employer, we are committed to a fair, non-discriminatory workplace that maximises the talent, potential and contribution of all.

Monash Health is committed to the safety and wellbeing of all children, including those under the care and supervision of its services. Monash Health recognises the importance of, and its responsibility for, ensuring a safe and supportive environment which respects the rights of children and fosters their enrichment and wellbeing.

Monash Health's approach to creating and maintaining a child safe environment is guided by the core belief that every child has access to world class care and support. Applicants must familiarise themselves with Monash Health's Code of Conduct and Child Safety Policy available on our website.

Job summary

Advanced Practice role classifications reflect advanced clinical knowledge and skills within a specialty area/area/practice context across five domains: clinical care, support of systems, education, research, and

professional leadership. These roles align to the definitions set by the Nursing and Midwifery Board of Australia (NMBA).

Purpose

The Clinical Nurse/Midwife Consultant (CNC) C is an expert nurse or midwife with advanced theoretical and clinical skills who provides clinical resource, clinical advisory/development and undertakes related projects and development activities to meet specified clinical nursing needs in a specialty area. The CNC C position is a clinical leadership role that includes:

- Delivering assessment, consultation and treatment
- Managing complex cases / caseloads
- Coordinating clinical care and providing clinical supervision or leadership as required
- Working collaboratively with multidisciplinary teams
- Contributing to strategic planning, team performance, professional development and service improvement activities to continually develop an innovative contemporary health service

The CNC/CMC C fulfills the CNC/CMC role, and:

- Is the sole Registered Nurse/Midwife in the specialty, or
- Is in charge of a specialty team, or
- Is a clinical consultant who takes referrals from, or delivers the consultancy outside more than one campus/worksite/centre of the health service

The CNC/CMC D fulfils the CNC/CMC role and who in addition principally consults on a multi-health service or Statewide basis

The CNC/CMC E fulfils the CNC/CMC role on an interstate or national basis

Refer to the Position Description Attachment document for role specific information.

Responsibilities

Clinical

- Practice safely within the profession and own scope of practice boundaries
- Demonstrate commitment to person-centred care, best practice standards and the Monash Health Nursing and Midwifery Strategic Directions and Foundations of Care
- Lead and facilitate the development of systems and processes to support the planning and coordination of safe and effective person-centred care
- Ensure the delivery of a high standard of evidence-based nursing care to consumers in a range of settings
- Demonstrate and maintain competency in the performance of technical/clinical skills
- Conduct comprehensive screening, assessment, planning, implementation and evaluation of care in collaboration with the patient and the multidisciplinary team to achieve goals and health outcomes
- May recommend and/or conduct diagnostic and therapeutic procedures as authorised or approved
- Be a senior resource and contact person for clinical matters
- Monitor patients for critical changes and initiate appropriate emergency procedures
- Identifies and promptly escalates and documents emerging issues of concern to the Manager
- In the clinical setting ensure timely discharge planning and facilitate the consumer's safe and effective transition from hospital to home by way of referral to appropriate health resources and services
- Conduct health promotion to enhance consumer health and well-being and encourage and empower consumers to participate in their health care
- Establish and maintain effective communication with all other health professionals and support employees, consumers, families, the community and external care providers

- Provide ongoing advice on current and new practices that will impact on new directions of the clinical specialty service. This may include development and review of educational health material and research trials of new appliances and products where relevant
- Maintain accurate and current medical records ensuring documentation meets professional and legal standards
- Adhere to legislation pertaining to privacy and confidentiality and the handling of personal information
- Lead / participate in multi-disciplinary family meetings as required
- Ensure consumer complaints are escalated in adherence relevant policies and procedures
- Provide expert knowledge in the development of Nursing and Midwifery policies and procedures
- Where relevant, collect and manage data on service delivery and provide relevant reports
- Manage and be accountable for clinical portfolios and projects

Leadership

- Role model nursing/midwifery excellence
- Demonstrate ongoing commitment to the promotion and advocacy of the relevant clinical specialty area
- Participate in service evaluation and the implementation of strategy
- Inspire and encourage individuals and groups to achieve organisational and service goals
- Participate in orientation, preceptorship and mentoring responsibilities
- Demonstrate a commitment to organisational driven change
- Promote a culture of optimism, innovation, encouragement, learning and creativity
- Assist with the development of others by providing clinical support and education
- Demonstrate the ability to debate, negotiate, resolve conflict, and handle sensitive and complex issues

Professional Practice

- Practice in accordance with the [Nursing and Midwifery Board of Australia Registration Standards and Professional Codes and Guidelines](#)
- Maintains record of own Continuing Professional Development (CPD) as per NMBA registration standard
- Practice in accordance with the Monash Health Professional Development Framework for the area
- Contribute to the attainment and sharing of professional clinical expertise through networking with local, national, and international colleagues
- Participate in the ongoing review and development of nursing and midwifery models of care to provide a contemporary evidence-based service
- Demonstrate sensitivity, empathy and respect for the customs, values, and spiritual beliefs of others
- Perform as an advocate and promote an active partnership with patients, their carers and families to ensure safe and effective person-centred care
- Advocate for Nursing and Midwifery within the organisation
- Act as a professional advocate for Monash Health

Critical Thinking and Analysis

- Monitor and evaluate clinical practice and demonstrate analytical skills in accessing and evaluating health information and research evidence
- Identify the relevance of research to improving individual/group health outcomes
- Participate in nursing and midwifery research as appropriate
- Practice within an evidence-based framework
- Actively reflect on own professional performance and competence and participate in ongoing professional development of self and others

Digital capability - Expert

- Working towards proficient level of the [National Nursing and Midwifery Digital Health Capability Framework](#)
- Ability to analyse and present data in meaningful ways to support quality nursing care, inform decision-making, carry out purchasing, rostering and budgets online

- Accountable for digital competency and practice in area of management

Quality and safety

The following responsibilities and accountabilities exist to ensure compliance with Australia's National Safety and Quality Healthcare Standards. Refer also to Monash Health's Clinical Governance Framework for more information.

- Carry out compliance and improvement against the key elements of quality and safety
- Demonstrate commitment to developing, promoting, and progressing continuous quality improvement initiatives as directed by manager
- Be responsible for the quality of care at point of care
- Participate in and lead consultative processes to improve health and safety
- Observe safe working practices and as far as you are able, protect your own and others' health and safety
- Identify clinical risk issues and areas for improved clinical outcomes
- Recognise and manage risk, and ensure that actions are taken to prevent and minimise harm to consumers and the healthcare workforce
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace.
- Ensure adherence to organisational standards and complete all mandatory and targeted education

Financial management

- Ensure that there is financial responsibility and accountability across the functions under the position's control
- Develop and implement financial strategies that will ensure budgetary targets and key performance indicators are met.
- Initiate and implement actions to improve the financial effectiveness of all functions under the position's control

People

- Support / Lead unit/team meetings and education sessions in alignment with the Nursing and Midwifery governance structure to promote and maintain communication and improved practice
- Ensure optimal communication processes to facilitate effective information flow
- Ensure compliance with policies and procedures relating to appropriate workplace behaviour
- Participate in annual performance development process and discussions with manager
- Understand the interdependent roles and functions of the health care team
- Ensure compliance with policies and procedures relating to appropriate workplace behaviour
- Participate in and commit to succession planning by supporting the skills development of others
- Participate in effective orientation, mentoring, peer review and supervision program

Person specification

Qualifications/Registrations/Licences

- Registration with Nursing and Midwifery Board of Australia (NMBA) via the Australian Health Practitioner Regulation Agency (Ahpra), and consent to ongoing registration checks via Monash Health's electronic credentialing systems
- Current and ongoing employment screening, including but not limited to, National Police Check, employee Working with Children Check (WWC) and where relevant Aged Care Worker Screening, and as required National Disability Insurance Scheme (NDIS) Worker Screening
- Extensive recent and relevant clinical experience in area of speciality demonstrating appropriate competencies and skills
- Post graduate qualification or working towards the same
- Current Victorian Drivers Licence

Capabilities

Refer also to [Monash Health's Capability Framework](#).

- Proven people and communication skills including relationship building, cooperation, conflict resolution, influencing others and facilitating open discussions
- Demonstrate recent leadership and management experience including change and safety leadership, coaching and development, motivating self and others and managing and measuring performance
- Able to drive culture, encompassing a person-centred focus, adaptability, respecting diversity, innovative thinking, application of evidence into practice, and self-management
- Achieve results including management of resources, service delivery, problem solving and professional and technical competence
- Ability to work independently as well as consulting and collaborating with others to deliver outcomes
- Outcome focused with ability to manage multiple projects simultaneously
- Awareness of own values and beliefs surrounding healthcare and able to identify and respect an alternative view
- Be cognisant of limitations in own knowledge and seek appropriate resolution
- Present oneself in a professional and respectful manner
Superior ability to communicate in both written and verbal forms
- Excellent organisational and time management skills
- A broad understanding of the Australian health system
- Proficient computer skills

Other position requirements

- Applicants new to Monash Health must provide evidence of immunisation before they can receive an offer of employment and will be required to enter into an Employment Agreement prior to commencement
- Ability and flexibility to work a rotating roster across shifts as required
- Ability and flexibility to move across multiple Monash Health sites as required
- Monash Health is a smoke free environment and compliance is essential

Our values

- **Integrity:** Honesty, open and transparent, admit mistakes, maintains confidentiality, fairness, builds trust.
- **Compassion:** Empathy, sensitivity, concern for others, interacts with dignity, tolerance, anticipates needs
- **Accountability:** Understands roles, uses resources wisely, delivers on time, timely decision making, achieves stretch goals, takes responsibility for performance
- **Respect:** Builds relationships, courteous, listens and understands, gives, and receives feedback, sensitivity and understanding, values difference and individual worth
- **Excellence:** Supports creativity and innovation, proactive and solution-focused, seeks out opportunities, embraces quality improvement, professionalism

Our guiding principles

1. We consistently provide safe, high quality and timely care
2. We provide experiences that exceed expectations
3. We work with humility, respect, kindness, and compassion in high performing teams
4. We integrate teaching, research, and innovation to continuously learn and improve
5. We orientate care towards our community to optimise access, independence, and wellbeing
6. We manage our resources wisely and sustainably to provide value for our community

Document Management

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