

Position Title:

Classification:	Continance Clinical Nurse Consultant Grade 4
Business Unit/ Department:	Continance Service Health Independence Programs (HIP)
Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020
Employment Type:	Part-Time
Hours per week:	18hs/week - Tuesday required day of work / other day/s negotiable
Reports to:	Operational: Team Leader, HIP Specialist Clinics and Treatment Services Clinical: Clinical Nurse Coordinator, HIP Continance Service
Date:	07/08/2018

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs in excess of 8,000 staff across its sites; including over 1,000 doctors and 3,000 nurses, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$900 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further.

Find more at <http://www.austin.org.au>

Position Purpose

The Grade 4 Clinical Nurse Consultant in the HIP Continence Service is responsible for providing an expert clinical resource and consultancy service working within the specific clinical nursing role. The CNC is accountable for providing a high standard of clinical nursing care to in-patients and out-patients known to the Continence Service, demonstrating superior consolidated clinical knowledge and skill. This role will deliver evidence based nursing care and consultancy in a manner consistent with professional, organisational, legal and ethical standards in order to optimise health outcomes for patients and improve health outcomes for the community.

About HIP Continence Service

This position is based within the Austin Health Independence Program (HIP) and reports operationally to the Team Leader and clinically to the Clinical Nurse Coordinator - HIP Continence Service. The Health Independence Program services aim to assist people with chronic disease, aged and/or complex needs that frequently use hospitals or are risk of hospitalisation.

The HIP comprises ambulatory care programs (previously funded as):

- Post Acute Care (PAC)
- Sub-Acute Ambulatory Care Services (SACS)
- Hospital Admission Risk Program (HARP)

The HIP services offer a client-centred and integrated delivery of services and are primarily located at the Health and Rehabilitation Centre (HRC) - Repatriation Campus. Whilst some components of the HIP programs are located across the Austin, Heidelberg Repatriation and Royal Talbot campuses, the HIP base is the Health and Rehabilitation Centre which is the “one stop shop” centre for these programs.

The services of the HIP Continence Service are available to patients with continence issues including bowel and/or bladder dysfunction to remain living at home and to prevent unnecessary representation to the Emergency Department or admission to Hospital.

The Clinical Nurse Consultant is an integral member of Continence Service and will be primarily based at the Heidelberg Repatriation Campus with clinical responsibilities in the in-patient and out-patient settings.

The Clinical Nurse Consultant provides a clinical consultancy and educative role to assist nursing staff in the sub-acute setting with managing complex continence issues as part of their clinical care and discharge planning.

The Clinical Nurse Consultant provides support for out-patients with continence issues referred to the Continence Clinic through triage of referrals and seeing patients in the multi-disciplinary and nurse led clinics.

The Clinical Nurse Consultant may have responsibilities across the health service and will travel between all three campuses when required.

The service operates on Monday to Friday with the multi-disciplinary clinic taking place on a Tuesday morning. The HIP Continence Service has a strong commitment to professional development and education of staff.

Purpose and Accountabilities

Role Specific:

Clinical

- Delivers high quality, coordinated and integrated patient care to support the health independence of patients referred to the Continence Service.
- Provides clinical nursing assessment, care planning and interventions/procedures to patients referred to the Continence Service.
- Provides clinical nursing consultancy in line with clinical standards, policies and procedures to both internal and external customers.
- Provides and maintains clinical nursing expertise through knowledge of research, new developments and evidence based practice in discipline specific and related areas.
- Provides a timely response to referrals for patients eligible for the Continence Service.
- Undertakes continuous review of own existing practice and local policies and procedures to safeguard best practice outcomes.
- In accordance with the clinical role requirements, uses professional standards and decision making tools when making complex care decisions.
- Demonstrates personal and professional integrity through building sound professional relationships with all members of the multidisciplinary team.
- Demonstrates the ability to maintain and foster appropriate relationships with relevant key stakeholders.
- To participate in multi-disciplinary and nurse led clinics, provide nursing support and recommend appropriate continence treatment and management plans for clients in liaison with treating clinical staff and the community health care team.
- Uses clinical information systems to guide practice and inform aspects of patient decision making and to evaluate outcomes.
- To evaluate progress and efficiency of continence management strategies using outcome measures.
- To participate in case conference with the multidisciplinary team ensuring client goals are met through to discharge.
- To facilitate safe discharge planning in consultation with ward nursing staff at the Heidelberg Repatriation Hospital and refer to the outpatient Continence Service when required.
- To refer to other members of the HIP Continence Service for ongoing assessment and management when required.
- Liaise with other relevant people involved in the patient's care including informal support networks, GP, hospital based clinicians and community service providers when required.
- To work in partnership with the Clinical Nursing Education Unit and participate in staff and community education.
- Has lead role in the development of educational resources for patients, their families and carers.
- To complete funding application paperwork when required.
- To order products as required for clinic.
- Maintenance and servicing of equipment used in clinic.

Administration and Service Management

- Commence and maintain required clinical records in the relevant databases, including Scanned Medical Record (SMR), Trak Care and Cerner.
- Is responsible for the timely completion of necessary statistical data.
- Actively and positively participate in interdisciplinary team meetings, case conferences and information / planning meetings.
- Participate in the development and application of program policies and procedures to support the ongoing development and improvement of HIP services.
- Actively ensure all administrative documentation is completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements.
- To assist in provision of leave cover within the clinical discipline for periods of approved leave and across the HIP as required.
- Carry out other duties as delegated by the HIP Manager and Team Leader (as designated).

Teaching, Training and Development:

- Contribute to the development and promotion of HIP services, internally and externally.
- Act as an expert clinical consultancy resource for colleagues and key internal and external staff.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team ensuring staff understand all clinic procedures.
- Set goals for own continuous professional development by ensuring that at least one literature review / conference presentation / journal article is achieved in the relevant clinical discipline annually.
- Critically evaluates current nursing practice within the clinical discipline.
- Participates in and contributes to quality improvement activities and research initiatives.
- Participate in the Quality Improvement Program involving engagement of consumers.
- To provide in-service training to nursing, medical, allied health staff and students as required.
- Contribute to the supervision of students on placement as required.

Quality Improvement/Research:

- Actively support quality improvement initiatives, in an environment that fosters and delivers high quality patient care outcomes based on the HIP Guidelines and National Safety and Quality in Health Services Standards.
- Promote the integration of research into practice, preserving clients' rights and ethical standards.
- Participate in the development and application of program policies and procedures to support the ongoing development and improvement of HIP services.
- Identify potential risks and implement systematic prevention strategies in the designated clinical stream in accordance with Austin Health policy and procedures.
- Contributes to the development and review of standards and practice guidelines in the area of clinical expertise.

Occupational Health and Safety:

- Be aware of Occupational Health and Safety issues including the maintenance of a safe, clean and tidy work environment, Fire safety awareness, emergency evacuation procedures, CPR, infection control policies and procedures, safe equipment operation, and appropriate clothing and footwear.
- Supports organisational sustainable strategies within all relevant areas.
- Comply with Austin Health guidelines regarding adverse events and reporting of incidents.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Actively participate in development of a performance review and development plan to be reviewed annually with the Clinical Coordinator and Team Leader
- Comply with the Code of Conduct

Selection Criteria

Essential Knowledge and skills:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia, registered with AHPRA.
- Minimum of five years clinical nursing experience in a relevant specialty within an advanced clinical nursing role.
- Demonstrated strong clinical knowledge and skills in continence management.
- Highly developed interpersonal communication (written, verbal and computer).
- Ability to work effectively in a team environment.
- Willingness to work collaboratively with other Clinical Nurse Consultants at other Austin Health sites as required.
- Demonstrated ability to work independently with minimal supervision.
- Demonstrated negotiation, problem solving and analytical skills.
- Demonstrated ability to manage own time efficiently and effectively to meet agreed key priorities within the clinical role.
- Demonstrated ability to consult and collaborate with others and work as an effective member of a team to deliver team and program outcomes.
- Client centred approach to service delivery
- Commitment to professional development and evidence based practice.
- Proficient in relevant computer skills and knowledge of various computer applications for the work role.
- Valid Victorian driver's licence.

Desirable but not essential:

- Post Graduate Qualification in relevant specialty area.
- Masters qualification in area of nursing expertise.
- Member of a relevant specialty professional association such as Continence Foundation of Australia and / or a Continence Nurse Special Interest Group.

- Awareness and understanding of the Health Independence Program Guidelines (2008)
- Clinical experience working with clients with multiple and complex health conditions.
- Understanding the principles of self-management and complex care.
- A sound understanding of information technology including clinical systems, applications, risk management reporting or as required for the role and/or department.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website: <http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	