

# XXXXX HOSPITAL AND COMMUNITY HEALTH SERVICES

## STATEMENT OF DUTIES

Position Title: Clinical Nurse Consultant  
Intensive Care Services

Clinical Unit: Intensive Care Unit

Award Classification: Clinical Nurse Consultant Grade 3

Cost Code: XXXXX

Hours Per Week: 38

Position Number:

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**Responsible for Operational Management to:** Co-Managers

**Professionally Responsible to:** Director of Nursing, Manager Clinical Services

**The Clinical Nurse Consultant, Intensive Care Unit is responsible for:**

- Providing leadership in the planning, development, implementation and evaluation of expert nursing care for clients requiring the Intensive Care Service.
- Providing an expert consultancy service within XXX Hospital and XXX in matters relating to clinical care of patients/clients requiring nursing care and *Jar* advice.
- Ensuring optimal outcomes for customers of the Intensive Care service through the promotion of best practice.
- Planning, implementation and evaluation of teaching and research practices to staff and patients in Intensive Care nursing.
- The effective management of all resources relevant to the service.

**The Clinical Nurse Consultant will assist in implementing the organisation's mission:**

*"Serving the health care needs of the local and wider community through the support and development of staff committed to pursuing excellence in care, teaching, research and resource management."*

**by living out the following values:**

*"Teamwork, Integrity, Trust, Respect, Recognition and Consistency"*

**QUALIFICATIONS:**

**ESSENTIAL ATTRIBUTES AND SKILLS**

- Current NSW Registration List A.
- A minimum of seven (7) years full time equivalent post registration experience, with at least five (5) years full time equivalent experience in the specialty. *(As per CNC State Award 1/2000)*
- Relevant postgraduate qualification in Intensive Care nursing.
- Appropriate tertiary qualification or working towards same.
- Demonstrated ability to work effectively independently, and within a collaborative team environment.
- Demonstrated commitment to quality improvement principles and improved health care outcomes.
- Proven excellent interpersonal and communication skills.
- Demonstrated effective teaching skills.
- Advanced computer skills.
- Ability to work flexible hours.
- Proven involvement in research.

**PERFORMANCE REVIEW:**

Three months following appointment and then annually.

**MISSION:**

To provide and promote safe, competent, compassionate and cost effective clinical care, directly and indirectly, leading to the best possible outcome for patients, their carers and staff.

**VALUES:**

We advocate, promote and acknowledge staff attitude and behaviour that exemplifies the following values:

*Respect, Integrity, Teamwork, Trust, Honesty, Recognition,  
Consistency, Equity, Compassion.*

**PHILOSOPHY:**

As part of a health service industry, our duty is to provide the highest quality care and attention to all patients, staff and visitors by ensuring that each person is treated with respect, equity, dignity and compassion.

Staff excellence is achieved by leadership, which encourages learning through contemporary education, skill development & research, and staff performance management which promotes consistent and constructive feedback.

**AIM:**

To develop and maintain staff motivation and satisfaction by supporting, advising and developing staff in their day to day management of clinical units: including administrative, professional, personnel and staff development functions.

**XXXXX**

## **CLINICAL SUPPORT SERVICE**

(Established 1997)

### **FUNCTIONS AND RESPONSIBILITIES OF THE CLINICAL NURSE CONSULTANT, INTENSIVE CARE SERVICE**

The role of the Clinical Nurse Consultant, Intensive Care Service includes the following functions and responsibilities:

#### **CLINICAL SERVICE AND CONSULTANCY**

The Clinical Nurse Consultant provides expert clinical advice to patients, carers and other health care professionals within a defined specialty within XXXX Hospital & Community Health Services and the XXXX Area Health Service, The Clinical Nurse Consultant develops, facilitates implementation and evaluates care management plans for patients with complex health needs.

1. Provides an expert client-centred consultancy practice participating in direct patient care provision
2. Provides education on complex clinical issues to clients and carers.
3. Identifies and adopts innovative clinical practice models eg, Implementation and evaluation of new treatments, technologies, and therapeutic techniques relating to CNC specialty.
4. Participates/collaborates in the design & conduct of quality improvement initiatives.
5. Provides a complex-centred consultancy practice within a mixed clinical environment and/or across a series of services (eg, Cross-specialty).
6. Develops specialised education resources for patient/care/community to be utilised by other health care professionals.
7. Provides a more complex and expansive expert clinical consultancy service within a mixed clinical environment and/or across multiple service groups (eg, Hospital, community, home, private sector) and/or patient populations and incorporating a range of modalities (eg, Health promotion/preventative health, disease management, treatment and care).
- B. Undertakes primary responsibility for formalised ongoing clinical supervision processes for CNC peers eg, Peer review of clinical practice at ONO level.
9. As an expert, conducts systematic review of clinical practice including, if required, for external review.

#### **CLINICAL LEADERSHIP**

The Clinical Nurse Consultant provides leadership that facilitates the ongoing development of clinical practice.

1. Acts as a role model as an expert clinician in the clinical setting.
2. Contributes to the development and management of clinical processes, eg, Care Maps, Clinical Pathway.
3. Provides leadership in the ongoing review of clinical practice at facility or area health service level as required.
4. Provides leadership in the ongoing review of clinical practice for a more complex service, ie a service provided at multiple sites or by multiple CNC's across an Area Health Service.
5. Participates on state and national working parties.
6. Assumes leadership roles, which promote broader advancement of clinical practice, eg, advanced nursing practice standards.
7. Provides leadership in state, national and/or international nursing bodies and/or specialist clinical groups.
8. Initiates collaborative ventures with academic colleagues eg, Major projects determining the current status and influencing future directions of nursing practice

## **RESEARCH**

The Clinical Nurse Consultant initiates and utilises findings of Research in the provision of clinical services.

1. Initiates, conducts and disseminates the findings of locally based research in the specialty.
2. Participates as Co-researcher in larger studies.
3. Manages research projects requiring clinical contribution from others.
4. Adapts & applies related scientific research to a clinical specialty ie. Research from other scientific disciplines applied to nursing.
5. Initiates original research projects.
6. Disseminates own research results through specialist publications and presentations.
7. Acts as principal researcher in significant/large scale research studies (eg. Those

attracting Research funding/grants/multiple sites, making a large contribution to nursing science).

## **EDUCATION**

The Clinical Nurse Consultant contributes to the development and delivery of specialty related education programs.

1. Participates in formal and informal education programs.
2. Identifies clinical education needs.
3. Collaborates with others in the development and delivery of education programs.
4. Undertakes primary responsibility for the planning and implementation of specialist clinical education for the Area Health Service.
5. Develops significant education resources for nurses and other health care professionals.
6. Participates in the development and delivery of postgraduate tertiary programs
7. Provides significant contribution to the direction of clinical nursing education within the specialty eg. Involvement in the development of expansive programs (extra-regional, state or national education programs, advanced practice specialty programs, education involving *large* numbers of nurses within the specialty).

## **CLINICAL SERVICES PLANNING & MANAGEMENT**

The Clinical Nurse Consultant participates in formal processes for the strategic and operational planning for the clinical service. The role also involves the organisation and delivery of specialist consultant service.

1. Identifies future issues and new directions for the service.
2. Contributes to formal service and strategic planning processes within the organisation.
3. Provides ongoing comprehensive analysis of current practice & the impact of new directions on the clinical specialty service.
4. Initiates, develops, implements and evaluates strategic changes for the clinical specialty/service.
5. Undertakes primary responsibility for preparation, implementation & evaluation of annual plan for clinical service, eg. Multi-disciplinary business plan.
6. Manages complex projects relating to significant practice change for the organisation.

7. Participates in the recruitment selection and orientation of new staff, as required.

**GENERAL ORGAN ISATIONAL RESPONSIBILITIES**

1. Comply with Equal Employment Opportunity policies and practices in the day-ta-day conduct of personnel-related duties.
2. Undertake an annual performance review.
3. Report to the Clinical Unit Managers, any matters that may affect ward/unit management, including all Reportable Incidents involving the unit.
4. Ensure the adherence of the Anti Discrimination Act in mailers relating to relationships with patients, visitors and staff.
5. Understand and comply with the Infection Control policies and practices of the Hospital.
6. Report to the Clinical Unit Managers all matters that reflect on public relations within the unit.
7. Understand and comply with the XXXX Hospital & the Western Sydney Area Service Uniform Policy.
8. Understand and comply with all the policies of the XXX Hospital and the XXXX Area Service.
9. Undertake any other duties as requested by the Chief Executive Officer of XXXXXHospital or delegate.

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Co-Manager  
Intensive Care Unit  
Dated:

.....  
Director of Nursing  
Manager Clinical Services  
Dated:

*As occupant of this position, I have noted this Statement of Duties and agree with the contents therein I understand that other duties may be directed from time to time and that I may be required to work in any area under the jurisdiction of the Board of Directors of XXXX Area Health Service.*

*I also agree to support the maintenance of the policies of the Clinical Support Service, the XXXX Hospital, the XXXX Area Health Service, the Department of Health and appropriate Legislation and Statutory Regulation including the Hospital's policy on confidentiality of patient information or such other sensitive or confidential information that may come across in the course of my employment*

*I acknowledge that it is my responsibility to keep up to date and seek information regarding XXXX Hospital & XXXXX policies and procedures*

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Signature of Occupant

Dated:

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