

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Nurse Consultant
<b>Business Unit/Department:</b>	Acute & Sub-Acute Aged Care at Home
<b>Division:</b>	Western Health at Home
<b>Award/Agreement:</b>	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	Clinical Nurse Consultant C - Year 1 to Year 2 (ZA7 to ZA8)
<b>Reports To:</b>	<i>Operational:</i> Service Manager <i>Professionally:</i> Director of Nursing & Midwifery
<b>Direct Reports:</b>	N/A
<b>Date Prepared/Updated:</b>	19/12/2025

### Position Purpose

The Acute and Subacute Aged Care Clinical Nurse Consultant (CNC) provides advanced clinical expertise and leadership to support the delivery of high-quality care across acute and subacute aged care at Home beds. The CNC delivers specialist nursing consultation through in-person assessment, telephone support, and Telehealth where appropriate, contributing to timely, person-centred care and optimal clinical outcomes for older people admitted to hospital.

Working collaboratively within a multidisciplinary team, the CNC supports the assessment, care planning, implementation, monitoring, and review of care for older patients across acute and subacute aged care at home programs. The role focuses on improving clinical outcomes, preventing avoidable hospital admissions or length of stay.

The CNC plays a key role in the supervision, implementation, and ongoing development of nursing services across the acute and subacute at home aged care programs. This includes contributing to service planning, quality improvement initiatives, and the integration of evidence-based models of care across these at home aged care beds.

As a senior nursing leader, the CNC provides expert consultation and evidence-based direction to nursing staff, ensuring best practice standards are consistently applied and continuously improved. The role supports workforce capability through education, mentoring, and clinical leadership, and remains actively involved in the day-to-day delivery of high-quality nursing care for older people within the inpatient setting.

The role of the CNC is working and providing advice and support to a multidisciplinary team environment to ensure an efficient program which meets the growing needs of this area of healthcare, incorporates the following activities; consumer advocacy, collaborative consumer and unit management, research, supervision and mentorship/preceptorship, interaction/liaison with multidisciplinary team, accurate and timely documentation.

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The CNC will contribute to providing quality health and well-being services for our consumers demonstrating proficient to expert behaviours across the five domains of leadership, research, evidence-based practice, education & learning and clinical expertise as identified in the Western Health Nursing and Midwifery Professional Practice Framework.

## Business Unit Overview

The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care. Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease. The division's medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting. Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Centre, a maximum-security women's prison located in Melbourne's West.

## Key Responsibilities



### Leadership

- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanour and serves as a role model for all nursing staff, both as a clinician and in line with behavioural expectations.
- Provides leadership in clinical situations demanding action.
- Take accountability for own actions and others under direction and sphere of responsibility
- Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that support and recognise individual and collective team contribution.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and supports succession planning.
- As an expert resource, provides expert clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer focussed model of care.
- Exhibit a high level of emotional self-control and flexibility in complex, changing, and/or ambiguous situations and when confronted with challenges
- Maintains and fosters relationships with appropriate internal and external stakeholders.



### Research

- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Lead quality or practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program or organisational level

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- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absence of high-level evidence
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature
- Monitors or evaluates research to inform nursing practice



### **Evidence Based Practice**

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in nursing practice
- Participate in new initiatives to enhance patient and consumer outcomes and experience, or staff employment outcomes and experience
- Identifies opportunities to improve care and lead the implementation of new practices within the service.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



### **Education & Learning**

- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Exchange and share information from participation in seminars and conferences with colleagues via huddles, in-services, presentations, education forums, team and other meetings
- Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and consumers/families.
- Works with less experienced nurses to develop their capabilities.
- Promote the development of, and involvement in, professional networks and learning communities
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options



### **Clinical Expertise**

- In a consulting capacity, provides clinical nursing expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level nursing assessment, care planning and interventions/procedures.
- Is responsible for a timely response to referrals and manages and provides assistance to others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team
- Provides an efficient and customer focussed service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the needs of consumers, staff and organisation.
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Represents clinical specialty in multidisciplinary working groups
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines
- Collaborates and supports external stakeholders such as Residential Aged Care facilities to ensure that the patient needs are met.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

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Key Working Relationships
<p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• Director of Nursing and Midwifery</li> <li>• Divisional Director</li> <li>• Clinical Service Director</li> <li>• Operations Manager</li> <li>• Heads of Units</li> <li>• Medical staff</li> <li>• Nurse Unit Manager</li> <li>• Nursing staff</li> <li>• Allied Health staff</li> </ul> <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• Consumers, Next of Kin or Enduring Power Attorney</li> <li>• General practitioners and broader Western Health Community Partners</li> </ul>
Selection Criteria
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Current registration as a Registered Nurse with AHPRA</li> <li>• Experience working in a senior clinical role (CNS or above).</li> <li>• Have completed or be working towards a Masters in Nursing or Post Graduate Diploma in area of specialty</li> <li>• Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills</li> <li>• Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision</li> <li>• Demonstrated time management, organisation and planning skills</li> <li>• High level verbal and written communication skills</li> <li>• Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite</li> <li>• Demonstrated commitment to developing and improving personal education and skills appropriate to the position</li> <li>• Demonstrated competency and knowledge to effectively undertake basic health care education.</li> <li>• Experience in the development, implementation and review of policy, procedures and guidelines.</li> <li>• Current Victorian driver's license.</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Evidence of prior service delivery planning</li> <li>• Demonstrated knowledge of quality management and improvement methodologies</li> <li>• Demonstrated experience in research projects and publication of research activities.</li> <li>• Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals.</li> </ul>
Additional Requirements
<p>All employees are required to:</p> <ul style="list-style-type: none"> <li>• Obtain a police/criminal history check prior to employment</li> <li>• Obtain a working with children check prior to employment (if requested)</li> <li>• Obtain an Immunisation Health Clearance prior to employment</li> <li>• Report to management any criminal charges or convictions you receive during the course of your employment</li> <li>• Comply with relevant Western Health clinical and administrative policies and guidelines.</li> <li>• Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures</li> <li>• Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health</li> </ul>

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- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
- Western Health is a smoke free environment.

*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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