

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant (C) – Infection Prevention & Control
Business Unit/Department:	Infection Prevention & Control
Division:	Executive Directorate of Nursing & Midwifery
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Grade 5 Clinical Nurse Consultant C – Year 1 to Year 2 (ZA7 to ZA8)
Reports To:	Operations Manager – Infection Prevention
Direct Reports:	N/A
Date Prepared/Updated:	21 May 2026

Position Purpose

The Infection Prevention and Control (IPAC) Clinical Nurse Consultant C (CNC C) is a clinical expert who is responsible for providing, developing and co-ordinating daily multi-disciplinary activities related to the control, prevention and monitoring of hospital acquired infections, the delivery of the WH Staff Immunisation Program. provides expert and timely advice on issues related to infection control and prevention for patients, staff and care givers.

The Clinical Nurse Consultant will work within the area of specialisation team in the supervision, implementation and management of the specialist services and related strategic planning at Western Health.

As a member of a specialist team the CNC will provide expert and evidence-based direction to ensure service standards and practices related to their area of expertise are maintained and improved across all services of Western Health.

As a member of the health care team, the CNC C is at the forefront of the provision of high-quality nursing care to patients on a day-to-day basis. As a professional, the CNC is accountable for:

- The maintenance of their own clinical knowledge, further education and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill.
- Ensuring that they are registered to work as a Registered Nurse in Australia at all times whilst working as a nurse within Western Health.

The role of the CNC C; 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; patient advocacy, collaborative patient and unit management, research, supervision and mentorship/preceptorship, interaction/liaison with multidisciplinary team, accurate and timely documentation.

Our Vision

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Business Unit Overview
The Infection Prevention & Control Unit forms part of the Executive Director Of Nursing and Midwifery and provides a range of services to management and staff and patients across all areas of Western Health such as – Governance and systems for infection prevention and control and surveillance to prevent, control and minimise the risk to patients of healthcare associated infections The Infection Prevention & Control Unit team are committed to working as a partner with management and staff to help achieve Western Health’s goals and objectives. In addition to providing guidance and advice on a broad range of infection prevention and control issues, the team strives to promote best practice and continuous improvement strategies and services to maximise their effectiveness.
Key Responsibilities
• System-wide clinical leadership - Provides expert, organisation-level leadership shaping IPAC strategy, service design and clinical practice standards. • High-impact initiative leadership - Leads complex, high-risk clinical and operational initiatives that influence organisation-wide infection prevention outcomes. • Executive specialist consultancy - Advises executives, senior leaders and multidisciplinary teams on emerging, sensitive or high-risk IPAC issues. • Clinical governance oversight - Provides senior oversight and expert input into IPAC governance frameworks aligned with national standards and legislation. • Strategic surveillance leadership - Leads surveillance program design, advanced analytics, trend interpretation and high-level reporting to executive committees and regulators. • Quality improvement leadership - Oversees major quality and risk-mitigation initiatives that drive measurable improvements in patient safety and clinical outcomes. • Policy and standards development - Leads development of organisational protocols, models of care and specialty practice standards. • External representation - Represents the organisation at statewide, national and international forums, contributing to policy, research and guideline development. • Education strategy leadership - Leads design and delivery of education programs that build IPAC capability across the organisation. • Professional leadership and mentoring - Provides high-level mentorship to colleagues and clinicians, supporting advanced capability development. • Complex negotiation and conflict resolution - Applies expert negotiation and facilitation skills in multi-stakeholder, high-risk or executive-level environments. • Strategic partnerships - Builds and maintains partnerships with public health agencies, academic institutions, community providers and external organisations. • Research and evidence translation - Leads or contributes to research, publication and translation of evidence into practice at national or international levels. • Executive reporting - Produces high-level reports, briefings and recommendations for executive leadership, boards and regulatory bodies. • Strategic alignment - Ensures all specialty initiatives advance the Nursing & Midwifery Strategic Plan and organisational priorities. • Acts as Team Leader when required - Provides senior-level leadership support during critical periods, escalations or complex situations requiring advanced expertise, and contributes to business-as-usual (BAU) activities when appropriate to maintain service continuity. • Completes mandatory VICNISS surveillance to monitor hospital acquired infections (HAIs), reports infections to staff involved in patient care and who can implement quality improvement activities to reduce the incidence of infections. 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.
Key Working Relationships
Internal: • Director of Nursing and Midwifery

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- Divisional Director
- Clinical Service Director
- Operations Manager
- Heads of Units
- Medical staff
- Nurse Unit Manager
- Nursing staff

External:

- Patients, Next of Kin or Enduring Power Attorney
- General practitioners and broader Western Health Community Partners

Selection Criteria

Essential:

- Registration as a Registered Nurse in Australia
- Minimum of five years post registration experience within acute care settings
- Knowledge of current clinical issues & challenges in relevant specialist area
- Minimum of 3 years' experience in relevant specialist area
- Knowledge of Victorian, Australian and international standards and guidelines relating to relevant specialist area
- Advanced nursing knowledge in relevant specialist area
- Possess excellent clinical skills
- Demonstrated ability to lead a team
- Proven ability to organise resources
- Demonstrated commitment to career long learning in relevant specialist area
- Demonstrated ability to write clear, concise reports, policies and procedures
- Basic computer literacy skills
- Be innovative, resourceful and adaptable to change
- Membership of relevant professional association
- A commitment to high quality, safe and person-centred patient care

Desirable:

- Have completed or be working towards a Masters in Nursing
- Prior experience in research projects
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality management
- Proficient in the use of Microsoft: Word, Excel, Outlook, Explorer and Access and patient information systems
- Familiarity with use of software surveillance systems

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- 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
- 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

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- 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 of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- 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 and 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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