

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant (Nurse Practitioner Candidate – Dementia Management)
Business Unit/Department:	Aged, General Medicine & Subacute Services
Division:	Aged, General Medicine & Subacute Services
Award/Agreement:	Nurses and Midwives (Vic Public Sector) (Single Interest Employers) EBA 2024-2028
Classification:	Clinical Nurse Consultant C (CAPR 4.1/4.2)
Reports To:	Operational: Operations Manager AGMS Professional: Director of Nursing and Midwifery, AGMS
Direct Reports:	N/A
Date Prepared/Updated:	26 September 2024

Position Purpose

The Nurse Practitioner Candidate (NPC) will work within the area of specialisation in the delivery, implementation and management of specialised clinical nursing care for people living with dementia.

The Dementia Management Nurse Practitioner Candidate (DMNPC) practises as a Clinical Nurse Consultant, as a senior subject matter expert nursing leader in this advanced practice, autonomous role, which is responsible for the provision of specialised clinical nursing services in the care of patients living with dementia within the inpatient setting.

The role is grounded in the nursing profession's values, knowledge, theories and practise and provides innovative and flexible health care delivery that complements other health care providers. The scope of practice of the DMNPC is determined by the context in which the candidate is authorised to practise during the course of their studies and advancing practice; it is expected that this is at the CNC level C as part of the multidisciplinary team and acting as the resource for other nurses and care providers.

This position will work collaboratively with other multidisciplinary teams in providing advanced nursing assessment, advanced nursing management and education for patients, carers, families and staff on best care contemporary practices for patients living with dementia.

The DMNPC n will provide leadership and management in clinical improvement initiatives to ensure that the service is continually providing evidence based best practice, specialist nursing advice consistent with the Western Health policy and evidence based clinical practice guidelines.

In partnership with the Operations Manager and Medical Supervisor, the DMNPC will undertake mentoring, supervised practice and clinical supervision to prepare themselves to be qualified as a Nurse Practitioner.

As a member of the broader health care team, the DMNPC is at the forefront of the provision of high-quality nursing care to patients on a day-to-day basis.

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As a professional, the DMNPC is accountable for :

- Completing an NMBA approved nurse practitioner masters' program of study
- 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 individual experience, competency and skills.
- 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 DMNPC includes working with and providing advice and support to a multidisciplinary team environment to ensure an efficient service which meets the growing needs of patient cohort, incorporating the following activities;

- patient advocacy,
- collaborative patient and unit management,
- building capability in others through education and role modelling
- championing the dementia specific care goals and considerations for this patient cohort
- participation in research,
- supervision and mentorship/preceptorship,
- interaction/liaison with multidisciplinary team,
- providing expert clinical advice and guidance to treating teams, and families/carers
- accurate and timely documentation.

Business Unit Overview

The Division of Aged, General Medicine, and Subacute Services delivers high-quality healthcare to patients across various acute and subacute inpatient units, including General Medicine, Acute Aged Care, Geriatric Evaluation Medicine, Rehabilitation, Transition Care, and Residential Aged Care at multiple Western Health locations.

This division plays a crucial role in the healthcare continuum, offering acute care in emergency departments and inpatient wards through to subacute care and community support. The clinical teams also offer vital consultation services to all areas of the health service and the community. These services are designed to align with patient-centred goals, focusing on enhancing independence and managing chronic conditions within a framework of shared decision making.

With a diverse workforce, the Division also ensures timely access to care through its Subacute and Non-acute Assessment and Pathways (SNAP) service, facilitating smooth transitions between care settings for individuals.

Key Responsibilities



Clinical Care/ Consultancy

In a consulting capacity, provide 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, triage and screening and manages and provides assistance to others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support improvement activities as appropriate.
- Provides an efficient and customer focussed service commensurate with senior status and role.
- Provides clinical nursing expertise through knowledge of research, new developments and evidence-based practice in discipline specific and related areas.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive patient care in partnership with patients, their significant others and other members of the multidisciplinary care team

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Evidence based practice / Supporting Services and systems

Analyses situations and make appropriate decisions in a timely manner that meets the needs of patients, staff and organisation.

- Represents clinical specialty in multidisciplinary working groups and committees
- Participates in the review of WH clinical procedures and guidelines
- Contribute to adverse event investigations, and ensure reflective based practice approaches are utilised
- Identifies opportunities for process redesign and to support staff in the implementation of improvement projects and activities.
- Contributes to the Divisional Quality and Business Plans as requested in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines.



Research and Quality Activities

- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse and promote positive patient outcomes.
- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature
- Identifies and contributes to quality improvement and research projects within the service.
- Identifies areas that require improvement through observation, audits, incidents, patient and staff feedback and implements improvement initiatives accordingly.
- Develop auditing and improvement strategy for identifying patients living with dementia
- Support model of care and design improvements
- Support accreditation compliance



Leadership

- Promotes a culture of innovation, education, excellence and patient first focus, through policies and practices that support and recognise individual and collective team contribution.
- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Provides leadership in clinical situations demanding action and timely responsiveness.
- Maintains a professional demeanour and serves as a role model for all nursing staff, both as a clinician and in line with WH values and behavioural expectations.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and supports succession planning.
- As an expert resource, provides expert clinical knowledge and education to ensure that clinical standards, policies and procedures promote a patient focussed model of care.
- Develops, implements and monitors quality improvement activities and ensures safe work practices within the department/wards, in accordance with Western Health Policies as varied from time to time.
- Maintains and fosters relationships with appropriate internal and external stakeholders.



Education & Learning

- Actively completing an NMBA-approved nurse practitioner masters' program of study (it is anticipated the program of study towards NP endorsement takes 12-24 months)

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- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Exchanges and shares information from participation in seminars and conferences with colleagues via in-services, presentations, education forums, team and other meetings
- Provides education within area of expertise, extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and patients/families.
- Works with less experienced nurses to develop their capabilities.
- Supports an organisational dementia specific education strategy

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:

- Divisional Director
- Clinical Service Director
- Operations Managers
- Director of Nursing and Midwifery
- Heads of Units
- Nursing & Medical staff
- Nurse Unit Managers
- Multidisciplinary team

External:

- Patients, Families and significant others
- Specialist services and partner providers
- General practitioners and broader Western Health Community

Selection Criteria

Essential

- Registration as a Registered Nurse in Australia with NMBA through AHPRA
- Completed of a Post Graduate qualification in area of specialty (aged care, geriatrics, dementia)
- Commitment to enrol and complete course and work requirements in a Nursing and Midwifery Board of Australia (NMBA) approved program of study that leads to a qualification enabling nurse practitioner endorsement
- Experience working in a senior clinical role in Dementia Management and Acute Aged Care.
- Demonstrated ability to work independently with minimal supervision.
- Membership of specific specialty Association and/or nursing professional body as required.
- Willingness to work collaboratively with other senior nursing staff at other Western Health sites as required.
- Demonstrated negotiation, problem solving and analytical skills.
- Demonstrated ability to work with a diverse and complex professional workforce.
- Demonstrated ability to consult and collaborate with others and work as an effective member of a team to deliver organisational outcomes.
- Knowledge of Victorian, Australian and international standards and guidelines relating to 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

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- Be innovative, resourceful and adaptable to change
- Proficient in Microsoft applications.
- Flexibility in working hours to provide leave cover as negotiated.

Desirable

- Prior experience in nurse led research projects
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality and improvement management
- Experience working at an advanced practice level in relevant field
- Research, publication and public presentation experience.

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.
- 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), 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 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

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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: [Click here to enter the Employee's name.](#)

Employee's Signature: [Click here to enter a date.](#) Date:

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