

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant – Diabetes Nursing
Business Unit/Department:	Community Programs
Division:	Integrated Community Health Services
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Clinical Nurse Consultant C (CAPR 4.1 or 4.2)
Reports To:	Operational: Manager – Community Adult Health Professionally: ICHS Director of Nursing & Midwifery
Direct Reports:	N/A
Date Prepared/Updated:	6 March 2025

Position Purpose

The Diabetes Nursing Clinical Nurse Consultant is responsible for the assessment, planning, implementation and education surrounding diabetes management within community and outpatient clinic settings and/ or their homes.

The Clinical Nurse Consultant (CNC) 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 is at the forefront of the provision of high-quality nursing care to consumers 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 and practice in alignment with Nursing & Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice.

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.

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,

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education & learning and clinical expertise as identified in the Western Health Nursing and Midwifery Professional Practice Framework.

Business Unit Overview

The Integrated Community Health Services Directorate at Western Health focuses on delivering high quality evidence-based care to those residing in the City of Melton and Moorabool Shire across a variety of clinical settings. Services are provided across acute (medical surgical and maternity unit), outpatient services (Paediatric and Adult), outpatient rehabilitation, community health settings (Paediatric and Adult), residential care services, health promotion, community partnerships and support services across Bacchus Marsh, Melton and Caroline Springs campuses. The Integrated Community Health Services Directorate has a strong focus on multidisciplinary care with services being provided in both an individual format and group-based interventions. Staff model the Western Health values of CARES (Compassion, Accountability, Respect, Excellence and Safety). Within community services there are multiple different funding programs to support a patient's and client's journey and build their independence in the community. Services within this directorate include Adult Allied Health, Paediatric Allied Health, Community Health Nursing, Community Nursing, Perpetrator Men's Family Violence service, Aboriginal Programs, Dental, NDIS (National Disability Insurance Scheme) Therapeutic Supports and Support at Home Programs.

Key Responsibilities



Leadership

- As a role model and expert clinician, the Diabetes CNC will provide advice and support to all healthcare and community providers, community nursing staff and other external stakeholders as required.
- Maintain awareness of targeted activity for the provision of diabetes services.
- Participate in department meetings and other meetings/ working groups across community programs to ensure the voice of diabetes nursing is heard as required.
- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanor 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-focused 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

- Actively participate in organisational and divisional research studies
- Participate and collaborate in the design and implementation of quality improvement initiatives and implement a Wellness and Reablement approach
- 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
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the

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- absence of high-level evidence
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature



Evidence Based Practice

- Work with the client and multidisciplinary team to develop comprehensive multidisciplinary client care plans.
- 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 for process redesign and to support staff in the implementation of redesign projects and activities.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Independently maintain and build professional knowledge and learnings
- Develop and provide a consultancy and support role to other health professions and community team members to enhance their knowledge and skills in assessment and management of diabetes needs within the community
- Act as a clinical resource for community staff
- 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

- Provide the following services as required.
- Comprehensive Diabetes Assessment
- Continuous Glucose Monitoring
- Insulin Management (with the support of medical practitioners)
- Conservative management strategies including:
 - Advice about daily living with diabetes
 - Self management
 - Monitoring
 - Maintaining a healthy lifestyle
- Assessment for aids and appliances programs including
 - National Diabetes Services Scheme (NDSS)
 - National Disability Insurance Scheme (NDIS) – if applicable
- Escalate/refer to medical specialist if appropriate
- Liaison with multidisciplinary team
- Liaison with other diabetes services
- Liaison with other appropriate departments and service providers
- Development of client-based care plans supporting a multidisciplinary approach to care

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- Provide clear and evidence-based information to funding bodies to support clients in accessing their needs
- Implement Wellness and Reablement principles to care
- 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 focused 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
- Obtain 3 yearly police record check
- Obtain NDIS worker screening check (as required)
- Comply with the NDIS Code of Conduct (as required)
- Comply with the Aged Care Code of Conduct

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:

- ICHS Director of Nursing and Midwifery
- ICHS Divisional Director
- Clinical Service Director
- Manager Community Adult Health
- Allied Health
- Community/Multidisciplinary teams
- Medical staff
- Nursing staff
- Western Health Diabetes service

External:

- External agencies and referrer/ relevant community stakeholders
- Consumers, Next of Kin or Enduring Power Attorney
- General practitioners
- Broader Western Health Community Partners

Selection Criteria

Essential:

- Current registration as a Registered Nurse with AHPRA Experience working in a senior clinical role (CNS or above).
- Experience in specialty area (3 years or more)
- Have completed or be working towards a Post Graduate Diploma in area of specialty
- Completed credentialing with ADEA (Australian Diabetes Educators Australia) and is recognized as a Credentialed Diabetes Educator.
- Knowledge around NDSS
- Advanced knowledge of diabetes management.

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- Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills
- Demonstrated experience working effectively independently and within a multidisciplinary team environment.
- Demonstrated time management, organisation and planning skills
- High level verbal and written communication skills
- Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite
- Demonstrated commitment to developing and improving personal education and skills appropriate to the position
- Demonstrated competency and knowledge to effectively undertake health care education.
- Experience in the development, implementation and review of policy, procedures and guidelines.
- Current Victorian driver's license

Desirable:

- Experience and knowledge around community-based service delivery
- Have completed or be working towards a Masters in Nursing
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality management and improvement methodologies
- Demonstrated experience in research projects and publication of research activities.
- Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals.

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, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- 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

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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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