

Position Title: Clinical Nurse Consultant – Residential in Reach

Campus: Ballarat

Directorate: Aged and Community Care

Department: Residential In Reach

Reporting to: Residential In Reach Manager

Appointment Terms/Conditions:

Classification and Code: CNC A to C (dependent on previous experience)

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

THE POSITION

The Residential In Reach (RIR) CNC nurse works independently and autonomously providing a timely, person-centred consultancy service to residents of Grampians Health and private Care Communities. The RIR team is made up of Registered Nurses (CNC's) and Nurse Practitioners (NP's) to ensure a comprehensive consultancy service is delivered. CNC's are supported by NP's to provide advice to residents and staff working in Care Communities and to provide treatment plans for residents.

The position includes:

- Receiving referrals, triaging referrals, providing assessment and a consultative service for aged residential care communities, both public and private in the Grampians Health and GLHSN regions.
- Partnering with Care Communities to identify capacity building goals and support educational requirements.
- Promoting the Aged Care Act and Aged Care Quality Standards in context of the Strengthened Standards and recent Aged Care Reforms.
- Providing and promoting early access to Specialist Aged Care Services including early review by a Consultant Geriatrician.
- Providing advice to staff regarding referrals required to other service providers such as but not limited to, the Aged Person Mental Health Program, Palliative Care Services and Allied Health.
- Providing advice to the inpatient wards and ED to streamline transfers to Care Communities, including active discharge planning and extensive post hospital support as part of the Strengthening Medicare - Post Hospital Care project.
- Undertaking relevant projects, incorporating research and development activities into clinical nursing in the Aged Care environment.
- Providing support and expertise to the Grampians Local Health Service Network (GLHSN) Residential in Reach Redesign Projects by receiving referrals from and providing a consultative service including telehealth across 56 aged care communities in both the public and private aged Care Communities in the Grampians region. Grampians Health provides a secondary consultative service to any RIR programs in the Grampian Region.
- Providing prompt assessment and short-term case management to prevent unnecessary admission to acute care where appropriate. Working with Care Community nursing staff, resident's GP or alternatively, VVED to establish timely treatment and care.
- Educating Care Community staff, residents and residents' family, always aligning with best practice.
- Providing an active pull strategy, facilitating early discharge to resident's home from the acute sector or preventing admission to an acute service.
- Liaising with Grampians Health services, including Emergency Department, acute and subacute wards to provide acute intervention within the parameters of a Resident's Advance Care Plan.
- Providing short term care to clients in their place of residence, monitoring client response to intervention, titrating care to ensure optimal client centered care outcomes and in respect to the resident's wishes.

KEY ACCOUNTABILITIES

Nursing assessment, consultancy and education

- Effective Community liaison and advanced nursing assessment, to ensure quality outcomes for older persons residing in our region's Care Community Facilities.
- Provide clinical and professional leadership via a consultancy role, ensuring standards of care are developed, maintained and continually improved across Care Community facilities in the Ballarat and Grampians Region.
- Active participation in services which promotes positive culture, opportunities for learning and effective nursing systems.
- Support nursing research to further improve clinical outcomes.
- Maintain good customer relations and ensure service concerns are addressed in a timely manner.
- Develop collaborative working relationships with key stakeholders.

Key Performance Measures

- Participate in education that is required and delivered for progress of the Service.
- Network, embracing new innovative practice and research opportunities.
- To monitor own efficiency with individual program.

- Monitor and achieve relevant Key Selection Criteria (KPI's) in consultation with the manager.

Interpersonal Communication, Influence and Leadership

- Act as a role model for the service
- Active input into decisions affecting clinical practice.
- Communicate information and expectations in a way that builds effective and collaborative relationships.
- Ensure the delivery of information is provided in an efficient and effective mode.
- Ensure that knowledge and skills are transferred to Care Community staff.
- Liaise with Grampians Health Professionals and external Community Service Providers to achieve a coordinated and cohesive service delivery.

Key Performance Measures

- To demonstrate effective communication style.
- Function independently and autonomously.
- To demonstrate the utilisation of information.
- To utilise current research and best evidence-based practice and incorporate information into clinical practice.
- Demonstrate effectiveness of training provided to RIR staff.
- To demonstrate and share collaborative workings.

Self-Management

- Demonstrate a positive attitude to the role and responsibility of the position.
- Maintain and update their own professional development portfolio to demonstrate ongoing commitment to learning and best practice.
- Adapt working style as appropriate to achieve effective outcomes.
- Invite and foster feedback from others by active participation in their own performance review.

Key Performance Measures

- To demonstrate a proactive approach to the role.
- To maintain a professional portfolio of all activities that meet individual learning needs.
- To demonstrate outcomes that may have been achieved with others.
- To self-evaluate performance.
- To collect data in the form of VINAH required by the organization and the Department of Health. (DoH).

Privacy & Confidentiality

- Ensure access to health information is in accordance with the GH Privacy & Confidentiality Policy and the Health Records Act.
- Ensure that the affairs of Grampians Health Services, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health Services.

Key Performance Measures

- To maintain privacy and confidentiality.

KEY SELECTION CRITERIA

Mandatory

- Be eligible for registration as a Registered Nurse with AHPRA and hold a current Practicing Certificate
- Minimum of five (5) years post graduate experience.
- Advanced clinical knowledge and skills and the demonstrated ability to collaborate with the multi-disciplinary team.
- Ability to assess community older persons needs and subsequently plan, co-ordinate and evaluate the delivery of quality health programs.
- Ability to work in a team environment and be self-directed to achieve KPI's as per Position Description.
- Proficient computer skills in use of PC windows, Microsoft office programs.
- Excellent communication and negotiation skills.
- Ability to work in an environment of change and development.

Desirable

- Post Graduate Qualification in a relevant field.
- Knowledge of the Aged Care Act and the Strengthened Aged Care Quality Standards. Knowledge of the National Safety and Quality Health Standards.
- Knowledge and understanding of the Geriatric Syndromes
- Awareness of the current issues and trends in Aged Care, including infectious disease outbreaks such as COVID 19, Influenza, RSV and gastroenteritis management planning and infection control.
- Leadership experience within the healthcare industry.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centered approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members will demonstrate the core values of consumer centered care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimize and manage risks and identify opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected by their acts or omissions. People with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.