

## CNS Position Description

<b>Position Title</b>	Clinical Nurse Specialist		
<b>Unit / Branch</b>	All departments		
<b>Classification</b>	Registered Nurse Grade 2 Clinical Nurse Specialist YS9	<b>Employment Status</b>	Full time and Part time: Minimum 0.4 EFT
<b>Position reports to</b>	Nurse Unit Manager		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		
<b>Position Contact</b>	Nurse Unit Manager		

### The Royal Children's Hospital

The Royal Children's Hospital (RCH) in Melbourne is a leading provider of specialist public health services for children and adolescents and is the major specialist paediatric hospital in Victoria, caring for children from Tasmania and southern New South Wales as well as other states around Australia and overseas.

With a staff of over 4,500 and an annual operating budget of over \$500M RCH has an international reputation as a centre of clinical excellence and is a state-wide teaching, training and research hospital providing tertiary, secondary and primary infant, child and adolescent health services.

RCH has a variety of research and academic partners including the Murdoch Children's Research Institute (MCRI), for teaching medical and postgraduate nursing students and for postgraduate study and medical research as well as a number of community based partners.

Further information on RCH is available at [www.rch.org.au](http://www.rch.org.au)

### ROLE DESCRIPTION

In Victoria, the Clinical Nurse Specialist (CNS) is defined in the EBA as a nurse who "is responsible for clinical nursing duties", therefore is recognised as someone providing direct clinical care. The CNS is a clinical expert in an area of nursing specialisation and accepts responsibility for professional activities that support service delivery and the professional development of self and others.

The CNS classification is made in recognition of a Registered Nurse, who:

- Has developed and continues to maintain a higher level of clinical knowledge, skills, abilities and attributes
- Actively participates in and contributes to initiatives that have a unit and/or organisational impact
- Undertakes ongoing professional development activities for self and contributes to others' development
- Engages in quality improvement and research activities to improve practice
- Serves as a role model and demonstrates leadership in the specialty

### KEY ACCOUNTABILITIES

It is an expectation that CNS demonstrate a **minimum** level of proficiency as described in Benner's "Novice to Expert". At the proficient level, the nurse

- Takes in the overall picture and identifies the important aspects to focus on.
- Knows what to expect and how to modify plans in atypical situations.
- Applies increased understanding to improved problem solving and decision making.
- Is stimulated to question practice and continuously develop.

### **Direct and Comprehensive Care**

1. Conduct comprehensive patient assessments including history, physical examination and psychosocial, cultural, and religious factors affecting needs.
2. Interpret assessment data to formulate plans of care and proactively initiate care within scope of practice.
3. Proficiently perform specialty-specific procedures.
4. Assess patient response to treatment and modify plan of care on the basis of response.
5. Effectively communicate with patient and family including the sharing of information and education.
6. Document appropriately and accurately.
7. Facilitate the process of ethical decision making in patient care.
8. Coordinate interdisciplinary plan for care of patients.
9. Collaborate with other services to optimise the patient's health status.

### **Support of systems**

1. Facilitate efficient movement of patients through the RCH.
2. Participate in planning for the unit.
3. Contribute to the development, implementation, and evaluation of standards of practice, policies, procedures and guidelines.
4. Serve as a spokesperson for nursing and the RCH when interacting with other professionals, patients, families, and the public.

### **Education**

1. Actively pursue own professional development and maintain a record of continuing professional development
2. Take an active role in teaching and enabling others.
3. Serve as an informal educator to staff while providing direct care activities.
4. Formally serve as a supervisor, preceptor or mentor.
5. Take a lead role in unit based education activities.
6. Contribute to the development of education resources.

### **Research and Quality**

1. Use evidence and integrate theory into practice.
2. Participate in audits to monitor and improve patient care.
3. Actively contribute to unit quality-improvement initiatives.
4. Identify practice problems and utilise resources to address practice issues through research or quality improvement processes.

### **Professional leadership**

1. Act as a positive professional role model.
2. Represent a professional nursing image.
3. Serve as a resource or committee member to groups within the unit or organisation.
4. Disseminate nursing knowledge through presentation or publication.

## **QUALIFICATIONS AND EXPERIENCE**

- Nursing registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Postgraduate qualification in specific nursing field, twelve months' experience working in clinical area of specific post graduate qualification OR
- Minimum 4 years' post basic registration experience including 3 years' experience within relevant area of specialty
- Evidence of ongoing professional development as reflected in Professional Practice Portfolio

## **KEY SELECTION CRITERIA**

To be successful in the role of CNS, you will be able to demonstrate:

- ability to meet key accountabilities
- well-developed interpersonal skills
- effective working relationships
- flexibility and ability to prioritise workloads
- commitment to ensuring safe, quality care for all patients and their families

### **ONGOING AGREED CNS CRITERIA FULFILMENT**

CNS is a personal classification that allows an individual CNS or RPN2 to elect at a future date to discontinue fulfilling the higher level CNS criterion and henceforth revert to a non-CNS Grade 2 classification whilst remaining within the current team/ unit.

In cases where it is identified by the manager that an individual CNS has ceased to meet the agreed criteria for CNS classification, the CNS will be given the opportunity to produce evidence of meeting the criteria within a 7 day timeframe. If the CNS is unable to produce evidence of meeting the criteria within a 7 day timeframe, the CNS classification will be withdrawn and the individual will revert to the

### **IMPORTANT INFORMATION**

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

Potential employees will be required to undertake a National Criminal Record Check and a Working With Children Check.

### **QUALITY, SAFETY AND IMPROVEMENT**

RCH Employees are required to:

- Act in accordance and comply with all relevant Safety and Quality policies and procedures
- Participate in and contribute to quality improvement programs and commit to RCH Values
- Comply with the Requirements of the National Safety & Quality Health Service Standards
- Comply with all relevant clinical and/or competency standards
- Comply with the principles of Patient and Family Centred Care that relate to this position