

Position Description

Position title	Clinical Nurse Specialist, VAST
Department / Division	Nursing Services
Classification	CLIN NURSE SPECIALIST / CAPR 1 (YS9)
Position reports to	Operational: Clinical Nurse Consultant, VAST Lead Professional: Clinical Nurse Consultant, Vascular Access Lead
No. of direct & indirect reports	None
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT

The Vascular Access Specialist Team (VAST) is dedicated to improving expertise, reducing complications, enhancing staff education, and championing a patient centred approach to all aspects of peripheral intravenous catheter (PIVC) care. The VAST consists of a dynamic team of nurses who provide the skills and expertise for PIVC insertion and management across the RCH. The VAST is responsible for providing theoretical and simulation-based education for clinicians learning to insert PIVCs, as well as providing support at the bedside. The VAST works collaboratively with all clinical teams and is the central point of contact for PIVC service development and delivery. The Clinical Nurse Specialist (CNS) VAST is a nurse with advanced skills in PIVC insertion who provides family centred, safe, compassionate and evidence-based care.

ROLE PURPOSE

The Clinical Nurse Specialist (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

Clinical Practice

- Undertakes comprehensive holistic patient assessments and contributes to care, ensuring alignment with best practice and the individual needs of patients, families and carers
- Utilise expert clinical knowledge and skills to provide direct care and support to patients, families and carers
- Uses advanced critical thinking and analysis to plan, evaluate, modify and implement nursing care and undertake interventions that result in positive healthcare outcomes for the patient and their families/carers
- Recognise and respond to changes in a patient's condition utilising appropriate escalation pathways
- Collaborate and consult with the multidisciplinary team to achieve high quality and safe care, and desired health outcomes for patients and their families.

Optimising Health Systems

- Communicate and collaborate effectively with key stakeholders to ensure patient care is coordinated, efficient and supports the functioning of healthcare systems
- Responsible for maintaining a safe environment and reporting and responding to incidents in conjunction with the supervising nurse, and appropriate stakeholder (s)
- Contribute to the development, implementation, and evaluation of improvement projects, standards of practice and guidelines in consultation with appropriate stakeholders
- Utilise digital health to document timely and accurate data ensuring privacy, security and reliability

- Act as a clinical resource, providing specialist nursing advice to patients, families, colleagues and health care professionals

Education

- Provide culturally and cognitively appropriate healthcare education to patients, families and carers on conditions, treatment plans and self-care strategies
- Promote, support and facilitate the education and development of fellow nursing staff and other healthcare professionals
- Collaborate with education staff and actively participate in the development and facilitation of speciality education resources, in-services, workshops, and continuing education opportunities
- Identify learning needs through critical reflection and engage in ongoing professional development to maintain currency in evidence-based practices

Research and Improvement

- Participate in research initiatives as appropriate, contributing to the integration of research findings into nursing practice and patient outcomes
- Incorporate evidence-based practices into clinical decision-making and care delivery
- Contribute to quality by participating in audits, identifying practice problems, and utilising resources to address practice issues through research or quality improvement processes in discussion with your manager

Professional Leadership

- Communicate effectively with colleagues and the wider healthcare team, supporting a culture of teamwork and shared responsibility of patient care
- Demonstrate professionalism, integrity, and ethical conduct in all aspects of nursing practice
- Act as a positive role model for colleagues, students, and other members of the healthcare team
- Provide leadership through mentoring nursing staff and students, contributing to their professional growth and development
- Develop, promote and role model professional working relationships with members of the multi-disciplinary team to foster a positive and collaborative work environment
- Represent the nursing profession as a member of committees / working groups within the unit or organisation

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional practice Portfolio
- Minimum 4 years' post basic registration experience including 3 years' experience within relevant area of specialty

Desirable:

- Recent paediatric experience
- Postgraduate qualification in specific nursing field, twelve months' experience working in clinical area of specific post graduate qualification

KEY SELECTION CRITERIA

- Ability to meet key accountabilities
- Well-developed interpersonal and communication skills
- Demonstrated ability to work within a multidisciplinary team
- Effective time management and organisational skills
- Demonstrated clinical excellence and a commitment to ongoing professional development
- Evidence of ongoing support for the professional development of others
- Ability to apply critical thinking and evidence-based practice to complex patient care situations
- Commitment to ensuring safe, quality care for all patients and their families
- Demonstrated advanced clinical skills and knowledge in area of specialisation
- Proven ability to assess, plan, implement, and evaluate patient care specific to needs
- Experience in critical thinking and problem solving
- Ability to develop, deliver, and evaluate educational programs and training sessions for staff
- Experience in providing patient and family education
- Ability to adapt to a dynamic healthcare environment and manage multiple priorities effectively
- Resilience in handling challenging situations and maintaining high standards of care under pressure

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure

IMPORTANT INFORMATION

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

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions

- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back - I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

June 2024