

## Position Description

Position title	Clinical Nurse Consultant
Department / Division	Banksia, Mental Health
Classification	RPN Grade 5 NP51
Position reports to	Professional Lead: Senior Psychiatric Nurse Operational Lead: Nurse Unit Manager
No. of direct & indirect reports	N/a
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.

<b>The Royal Children's Hospital</b>
<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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</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 <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE PURPOSE</b>
<p>The Clinical Nurse Consultant (CNC) is a highly specialised leadership role based at the 16 bed, Banksia Inpatient Ward. The CNC is responsible for assisting the Nurse Unit Manager (NUM) in developing, maintaining and evaluating the specialist bed-based program, which the NUM is accountable for managing. The CNC will demonstrate superior consolidated clinical skills, and provide consultancy to implement specialist programs that uphold best practice nursing care and recovery standards.</p>

The role will, in collaboration with the NUM, Senior Psychiatric Nurse and Psychiatric Nurse Consultant contribute to the development of a highly skilled workforce by providing mentoring particularly to junior nurses or recent recruits, with a focus on nursing development to address priority issues on the ward which are related to vulnerable and high-risk consumers presenting with high level needs. Whilst this position reports to the Banksia NUM and Senior Psychiatric Nurse, it is expected that they will work as part of the inpatient team and collaborate with the extended multidisciplinary team's clinical quality and risk, service performance and care standards in the provision of care for vulnerable and high-risk consumers presenting with high levels of acuity and behavioural disturbance.

The CN holds substantial responsibility for the implementation of specific Department of Health (DH) initiatives and frameworks that are being led by the Office of the Chief Mental Health Nurse (OCMHN). The objectives of these initiatives are to collaborate with the NUM to ensure improvement in consumer and carer experience whilst maintaining a safe environment for all. These initiatives currently include SAFEWARDS, mental health intensive care framework and reducing restrictive interventions.

In recognition of the role of the NUM in managing, monitoring, co-ordinating and maintaining nursing services activities and standards, the Clinical Nurse Consultant provides high level advice to the NUM regarding the DH initiatives and frameworks and actively contributes to team planning and clinical practice development activities within Banksia. This includes contribution to related projects and research as well as development activities, such as the communities of practice coordinated by the DH.

#### KEY ACCOUNTABILITIES

##### Direct Comprehensive Care

- Provide high level clinical consultancy and collaboration to the NUM in the assessment, planning and delivery of recovery focused nursing care of consumers on the ward ensuring that such care is personalised, flexible and considers the consumers' self-determination in care delivery.
- Contribute to the quality of care by participation in the development of high-quality clinical care plans, effective discharge plans, the provision of appropriate consumer and family/carers intervention, education and referral to appropriate continuing care providers.
- Collaborate with the NUM to address priority issues on the ward that are related to vulnerable and high-risk consumers presenting with complex needs.
- Provide high level advice and collaboration to the NUM and Senior Psychiatric Nurse, alongside the Psychiatric Nurse Consultant on quality improvement programs that facilitate improved clinical outcomes for consumers presenting with acute mental health needs.
- Hold substantial responsibility in the implementation of clinical frameworks such as SAFEWARDS, mental health intensive care framework and reducing restrictive interventions on inpatient settings.
- Fulfil duty of care while understanding and practicing within own scope of practice in accordance with Australian Nursing and Midwifery Council guidelines and Australian College of Mental Health Nurses standards.
- Maintain accurate, professional and timely records in consumers' EMR.

##### Support of Systems

- Work collaboratively and alongside the NUM, Senior Psychiatric Nurse and Psychiatric Nurse Consultant to ensure delivery of efficient, effective and responsive services from the multidisciplinary team.
- In collaboration with the NUM facilitate the incorporation of the roles of Consumer and/or Carer Consultants and/or Peer Support Workers into the clinical processes of the inpatient program.
- Ensure that consumers and carer complaints and compliments are reported and responded to within identified timeframes.

- Contribute to transparent and principled conflict resolution processes amongst the multidisciplinary team.
- Contribute to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes.
- Participate in incident review processes and collaborate with the NUM to ensure that recommended policies and procedures are implemented and adhered to on the ward.
- Support compliance with occupational health and safety legislation and associated legislations and all RCH policies and procedures.
- Involvement in the development of guidelines or procedures within their sphere of practice.
- Ensure the principles of confidentiality are maintained at all times in relation to the treatment of consumers.

#### Education

- In collaboration with the NUM and Psychiatric Nurse Consultant identify clinical education and professional development needs utilising formal and informal opportunities to improve the team's knowledge and capacity to deliver high quality consumer care.
- Contribute to the planning and delivery of clinical education programs to meet the needs of the nursing and wider multidisciplinary team.
- Ensure evaluation of the outcomes of nursing clinical education programs is routinely conducted and reported.

#### Research

- Promote incorporation of contemporary mental health nursing practices that utilise an evidence-based approach which encourages creativity, critical thinking and effective practice.
- Collaborate with NUM to initiate, conduct and disseminate findings of locally based research on the Banksia ward.

#### Professional Leadership

- Provide mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.
- Observe and reflect upon clinical decision-making processes with nursing staff individually and in groups including the provision of feedback and identification of learning opportunities.
- Contribute to high quality clinical supervision of the nursing team.
- Foster a culture of learning by acting as a positive role model for all staff in areas of professional development.
- Represent Banksia at community of practice forums associated with DHHS/OCMHN initiatives.

Participate in the Senior Nurse on call Roster to provide professional support to the nursing team after hours.

### 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 (PPP).
- Minimum of 5 years full time equivalent post registration experience in mental health nursing preferably in a CAMHS/CYMHS setting.
- Postgraduate qualification in mental health nursing or have completed a specialist undergraduate psychiatric nursing program.
- A well-developed knowledge and understanding of the Victorian Mental Health Act (2014) and other relevant legislation, policies and strategic directions of public Mental Health Services.

#### Desirable

- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Ability to set objectives and negotiate their acceptance with the nursing executive, and report in terms of progress towards these objectives.
- Significant experience in the areas of Solution Focussed Therapy, Sensory Modulation, Acceptance and Commitment Therapy or subject areas relevant to inpatient setting.
- Demonstrated experience of providing high quality clinical supervision.
- Experience in project design, implementation and evaluation.
- Research, publication and public presentation experience.

#### KEY SELECTION CRITERIA

- Demonstrated expert level of clinical expertise within an acute mental health care setting to initiate and lead evidence-based nursing practice in the delivery of care to consumers with complex mental health needs including those with drug and alcohol problems and a dual disability.
- Demonstrated ability to develop and maintain clinical programs which have implications for all nursing services within the inpatient unit.
- Demonstrated ability to provide expert clinical consultancy and dissemination of key messages across a range of key internal and external stakeholders.
- Detailed knowledge of the recovery approach in mental health treatment and skills in working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Demonstrated participation in significant problem-solving activities that require considerable understanding and interpretation of facility and departmental policy.
- Demonstrated clinical leadership within mental health with proven ability to mentor and develop the mental health nursing workforce within a coaching framework.
- Highly developed written and verbal communication skills and interpersonal skills.
- Demonstrated commitment to evidence based nursing practice and improving clinical outcomes.

#### 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

April 2025