



Position Description

Position title	Clinical Nurse Consultant Endocrinology		
Department / Division	Endocrinology (Division of Medicine)		
Classification	ZF4 (CAPR 3.1) – ZJ4 (CAPR 3.2)	Employment Status	Part-Time, ongoing 2 x 0.5 EFT each
Position reports to	Operational: Director of Endocrinology Professional: Director of Clinical Operations (Medicine)		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

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
This is a vital role as the sole Nurse in the Endocrinology Department. It entails using specialist skills and a holistic approach to patient care for a large patient group with a diverse range of medical needs. It involves working with patients and families in both the outpatient and inpatient context.

ROLE PURPOSE
<p>The Clinical Nurse Consultant (CNC) Endocrinology is responsible for the education of patients on hormone therapy (particularly growth hormone), and their families. These families are seen as outpatients in the Endocrinology morning clinics or as inpatients on the ward as required.</p> <p>The role also involves coordinating the growth hormone program, including education, medication approval and supply, and data collection, liaising with the Growth Hormone Program in Canberra.</p> <p>The CNC Endocrinology is also responsible for the provision and coordination of the Diabetes Complication Screening program within the diabetes outpatient clinic. This occurs during the afternoon diabetes outpatient clinics (Tuesdays and Wednesdays).</p>

KEY ACCOUNTABILITIES
<p>Direct Comprehensive Care</p> <ul style="list-style-type: none"> • Demonstrate a sound working knowledge and understanding of paediatric endocrinology, displaying clinical expertise in hormone therapy and diabetes complications. • Facilitate the individualised care-planning for children and families within the endocrinology service, including being the direct point-of-contact between the service and families. • Coordinate growth hormone and other endocrine therapies: <ul style="list-style-type: none"> ○ Ensure growth hormone monitoring investigations are undertaken; ○ Ensure the supply of growth hormone to pharmacies; ○ Ensure the paperwork associated with the growth hormone program is up to date and complete, liaising with the relevant Government departments where required. ○ Monitor and coordinate dynamic endocrine testing ○ Lead glucocorticoid educational activities for patients, families and RCH staff. • Take primary responsibility for the management and delivery of the diabetes complication screening clinics: <ul style="list-style-type: none"> ○ Provide individualised patient care (including screening, monitoring, patient and family education as required) within the clinic; ○ Select patients, manage clinic lists, bookings and follow up; ○ Develop and maintain professional links and communication with Ophthalmologists (for retinal screening), Diabetes Nurse Educators, Dietitians and Diabetes Social Workers; ○ Report outcomes to medical Head of Department; ○ Suggest quality improvements; plan and develop activities for this nurse-managed clinic. <p>Education</p> <ul style="list-style-type: none"> • Develop and deliver personalised information and education sessions for patients on growth hormone and other hormone therapies, and their families. • Provide clinical advice, education and documentation to support day-care and schools in supporting endocrinology patients. • Provide education and support for diabetes patients in relation to diabetes-related complications and the required prevention screening. • Develop, disseminate and evaluate education material to patients and families. • Share knowledge and information about paediatric endocrinology by supporting, educating and networking with other health professionals. <p>Support Systems</p> <ul style="list-style-type: none"> • Develop and maintain a Growth Hormone database, and liaise with other national centres. • Provide clear documentation of patient contact. • Maintain endocrine nurse documentation review and re-develop this as necessary. • Review clinical practices to provide optimal follow up for patients.

- Report nursing activity as required.

Research

- Support and participate in relevant clinical research, where appropriate, including advising the MCRI Endocrinology RA on nurse-related tasks in Endocrinology-department led research projects.
- Develop and implement strategies aimed at optimising the management of patients with endocrine disorders.

Professional Leadership

- Demonstrate advanced levels of written and oral communication with team members, patients and other health professionals
- Ensure professional practice is consistent with Occupational and Health and Safety requirements
- Maintain confidentiality
- Lead by example through the development and use of evidence-based protocols and sound clinical decision-making processes.
- Demonstrate professional leadership through contribution to education, research and practice and service development.
- Maintain a high level of professionalism and clinical competence and encourages the same in others.
- Actively participate in professional groups, forums and activities.
- Attend and actively participate in Peer supervision as a formal process of reflective practice and support, to enable ongoing professional development.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board (NMBA) administered through the Australian Health Practitioner Regulation Agency (AHPRA).
- Demonstrated commitment to ongoing professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio
- Demonstrated experience in interacting with patients and families

Desirable:

- Post graduate qualification in paediatric nursing and/or previous experience in paediatric nursing
- Strong data coordination and organisation skills
- Previous experience using an electronic medical record

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's Check throughout their employment.
- Employees are required to maintain compliance with RCH's "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

KEY SELECTION CRITERIA

- Demonstrated ability to self-manage time allocation.
- Well-developed interpersonal skills
- A "can do" attitude and flexible approach
- Ability to balance competing demands and conflicting priorities
- Time management and prioritising skills
- Professional demeanour

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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

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

December 2022