



# JOB SPECIFICATION

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## 1. Summary of the broad purpose of the position in relation to the organisation's goals:

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In the course of fulfilling the role of Clinical Practice Consultant, Level 3, Nurse and or Midwife at this level, provide clinical nursing and or midwifery expertise for specified individual patients/clients and/or groups and/or patient/client populations.

Employees in this role accept accountability for the outcomes of nursing and or midwifery practices for the specific client group and for addressing inconsistencies between practice and policy.

Various practice models may be used to enact this role, including but not limited to:

- Primarily providing direct expert nursing and or midwifery care for an individual or group of patients/clients,
- Providing clinical leadership to nurses and or midwives.

(NB In applying this generic statement, health services should determine and identify which of these models is adopted for the specific role.)

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## 2. Reporting/Working Relationships (to whom the person reports, staff for whom the person is responsible and other significant connections and working relationships within the organisation).

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The Nurse and or Midwife Clinical Practice Consultant:

- Reports to Nursing and or Midwifery Director (Level 5) (or to the relevant position in your local health unit/service)
- Maintains close collaborative working relationships with all level 3 and level 4 Nurses and or Midwives.
- Maintains cooperative and productive working relationships within all members of the health care team
- Supports and works collaboratively with less experienced members of the nursing and or midwifery team

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## 3. Special Conditions. (such as non-metropolitan location, travel requirements, etc)

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- The appointee may be subject to a Criminal History Check prior to confirmation of appointment.
  - The incumbent may be required to enter into an annual performance agreement for the achievement of (specific or service or program) outcomes.

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## 4. Statement of Key Outcomes and Activities (group into major areas of responsibility/activity and list in descending order of importance - continue on next page)

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### Statement of Key Responsibilities/Duties.

#### 4.1 Ensures high quality patient care in the area of clinical Specialty aimed at improving patient health outcomes through:

- Integrating contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis at this level;
- Contributing specific expertise to nursing and or midwifery practice through clinical protocol and standards development;

**Statement of Key outcomes and Activities** (Continued)

- Applying and sharing expert clinical knowledge to improve patient/client care;
- Providing expert clinical nursing and or midwifery care and interventions and/or individual case management to a defined population of patients/clients;
- Applying nursing and or midwifery expertise to assess clients, select and implement different therapeutic interventions and/or supporting programs and evaluating client progress in a multi multidisciplinary primary health care setting.
- Contributing expert nursing and or midwifery assessment and advice to local clinical teams to achieve integrated nursing and or midwifery care within a risk management framework;

**4.2 Contributes to clinical leadership and support for the specific area of clinical specialty by:**

- Leading nursing and or midwifery clinical practice within the professional practice framework established by the Director of Nursing and or Midwifery;
- Maintaining productive working relationships and managing conflict resolution;
- Contributing specific expertise to monitoring and evaluative research activities in order to improve nursing or midwifery practice and service delivery.
- Undertaking the nursing and or midwifery care role with a significant degree of independent clinical decision making in the area of personal expertise;
- Contributing to the development and sustainability of nursing and or midwifery skills for the needs of the specific population group using systems of resource and standards promulgation;

**4.3 Contributes to the achievement of professional expertise through personal professional development/continuing education and teaching by:**

- Contributing clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching;
- Holding a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role.

**4.4 Health Unit to insert any local generic statements related to but not confined to**

- Requirements for participation in Counter Disaster activities
- Requirements related to Equal Opportunities and Occupational Health Safety and Welfare

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**Approved by Line Manager:** \_\_\_\_\_ / /

**Acknowledged by Occupant:** \_\_\_\_\_ / /

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## PERSON SPECIFICATION

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### ESSENTIAL MINIMUM REQUIREMENTS (Those characteristics considered absolutely necessary)

#### PLEASE NOTE:

It is recommended that a **Maximum of 15 criteria only** (in total) be included in this section (ie the number of Essential and Desirable criteria combined should not exceed 15).

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#### **Educational/Vocational Qualifications** (include only those listed in **Commissioner's Standard 2, Attachment C** as an essential qualification for the specified classification group)

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- Registered with the Nurses' Board of South Australia and holds a current practicing certificate.
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**Personal Abilities/Aptitudes/Skills:** (related to the job description and expressed in a way which allows objective assessment):

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- Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
  - Ability to work effectively within a multidisciplinary team.
  - Ability to prioritise workload and meet set timelines.
  - Demonstrated ability to foster a workplace environment that develops staff potential.
  - Proven ability for flexibility, innovation and creativity with in the whole of service setting.
  - Demonstrated ability in the facilitation of change management.
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#### **Experience**

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- Registered Nurse and or Midwife with at least 3 years post registration experience
  - Demonstrated competence in the relevant area of nursing and or midwifery practice in accordance with the relevant standards.
  - Experience in the supervision of students, enrolled nurses and less experienced registered nurses and or midwives.
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#### **Knowledge**

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- Understanding of the requirements of the Nurses Act 1999.
  - Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Registered and Enrolled Nurse and Midwives in Recommended Domains and the ANMC Code of Professional Conduct for Nurses/Midwives in Australia (2003) and the Commissioner for Public Employment Code of Conduct for Public Employees.
  - Knowledge and understanding of legislative responsibilities for OHS&W, Workers Compensation and Rehabilitation and Equal Opportunity.
  - Knowledge of Quality Improvement Systems as applied to a healthcare setting.
  - Knowledge of contemporary professional nursing and or midwifery and health care issues.
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**DESIRABLE CHARACTERISTICS** (To distinguish between applicants who have met all essential requirements)

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**Educational/Vocational Qualifications** ((include only those listed in **Commissioner's Standard 2, Attachment C**, as an essential qualification for the specified classification group)

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- Qualifications relevant to practice setting.
  - Tertiary qualifications in nursing and or midwifery or human services related discipline.
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**Personal Abilities/Aptitudes/Skills:** (related to the job description and expressed in a way which allows objective assessment):

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- Ability to work within a team framework that fosters an environment that develops staff potential.
  - Skills in using computers and software relevant to the area of practice.
  - Ability to analyse complex data.
  - Ability to undertake presentations to community and professional groups.
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### **Experience**

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- Experience with quality improvement activities.
  - Experience in evaluating the results of nursing and or Midwifery research and integrating, where relevant, the results into nursing and or midwifery practice.
  - Experience in management and leadership roles
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### **Knowledge**

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- Knowledge of the South Australian Public Health System.
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### **Other Details:**

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# COMMITMENT TO WORKPLACE VALUES

*The Department of Health values have an influence on the people we employ*

Every organisation has values that govern the way people are treated and the way decisions are made. The Department's Strategic Plan identifies the values that guide our behaviours. These behaviours apply to all employees and govern the way people in the organisation are treated, the way decisions are made and how we provide our services.

These values are used in day to day communication and interaction between all employees and are linked to the whole of government Code of Conduct, Performance Development, Job and Person Specifications and Department of Health Employment Conditions.

Department of Health Organisational Values are:

## **Honesty**

*We show honesty by speaking truthfully, within the boundaries of confidentiality. This is shown in our dealings within the Department and with our consumers and partners by: saying what we mean and meaning what we say, keeping our promises, telling the truth tactfully, providing honest feedback and answers and admitting to mistakes.*

## **Respect**

*We show respect by speaking and acting with courtesy. We treat others with dignity and use culturally appropriate ways of communicating. This is shown in our dealings within the Department and with our consumers and partners by: treating everyone fairly, communicating so people can understand, listening to others, and seeking and providing feedback.*

## **Integrity**

*We show integrity by honouring our values and the rules of our department, government and nation. This is shown in our dealings within the department and with our consumers and partners by: doing the right thing, abiding by the values, standing up for what we believe in, and taking responsibility for our mistakes.*

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I \_\_\_\_\_ have the ability and commitment to behave consistently with the stated values of the Department of Health.

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Signature

Please complete and return attached to your application to the nominated person

*"The right people with the right skills in the right place at the right time"*