

Position Description

Clinical Nurse Consultant Two

Children and Families with Vulnerabilities

POSITION TITLE	Child Youth and Family Health Clinical Nurse Consultant -
STAFFLINK POSITION NO.	To be determined
COST CENTRE	253582
CLASSIFICATION	Clinical Nurse Consultant Grade 2
AWARD	Public Health System Nurses & Midwives (State) Award
REGISTRATION/LICENCE REQUIREMENTS	AHPRA
VACCINATION CATEGORY	Category A
PRE-EMPLOYMENT SCREENING CHECKS	Working With Children and National Criminal Record Check
RESPONSIBLE TO	Nurse Manager, Child Youth and Family Health
RESPONSIBLE FOR	N/A
PRIMARY PURPOSE OF THE ROLE	<p>The Clinical Nurse Consultant (CNC) is a highly experienced and motivated Child and Family Health Nurse (CFHN) clinical leader with advanced clinical practice capability, who supports multidisciplinary CFH services by providing clinical leadership, and specialist consultation for secondary level and universal CFHN services working with families, with children up to five years of age, who have significant psychosocial vulnerabilities (as per the NSW Safe Start Policy). The CNC supports continuity of care and health pathways from pregnancy, through to postnatal and early childhood periods.</p> <p>The role builds broader CYFH nursing workforce capacity, including ability to use a structured partnership approach to engage effectively with families with complex psychosocial needs - through case review facilitation, formal and informal education and group clinical supervision. The CNC takes a lead role in supporting CFH nursing practice development and service improvements to ensure nursing care is safe, effective and meets relevant policies, professional standards and clinical guideline requirements.</p> <p>The role also works directly with children 0 to 12-years-old living in kinship or out-of-home care (OOHC), have a refugee family background or who have recently arrived in Australia as an unaccompanied minor. The CNC will apply advanced paediatric, and CFHN skills and knowledge to autonomously, or jointly with the OOHC-HP Coordination Team, undertake complex, trauma-informed and child-centred, primary health assessments for</p>

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CNC2

Child and Families with Vulnerabilities-PSD

	<p>vulnerable primary school-age children from priority population groups, to identify their biopsychosocial health needs, develop and implement person-centred and goal-oriented care plans that support access to care needed. Working as part of the CYF Nursing Leadership Team the CNC leads quality improvement projects and collaborates with the CYFH Clinical Service Director to undertake, innovation and research focussed on enhancing service experience and outcomes for children and families from priority populations.</p>
<p>KEY ACCOUNTABILITIES <i>(Maximum of 8)</i></p>	<p>Clinical Service and Consultancy</p> <ul style="list-style-type: none"> • Act as the central point of contact, providing clinical consultancy for nurses and other multidisciplinary staff working with families, who have significant level 2 and level 3 psychosocial vulnerabilities. • Undertake comprehensive primary health assessment for primary-school-age children from priority populations who have complex healthcare needs, and support access to care. • Identify, adopt and evaluate innovative clinical practice, including new therapeutic interventions and technologies, relating to CFH Nursing for priority populations.
	<p>Clinical Leadership</p> <ul style="list-style-type: none"> • Provide leadership in the ongoing review of clinical practice for secondary level services across the LHD. Mentor and role model reflective practice and professional practice improvement and provide clinical supervision. • Lead and facilitate secondary-level client flow and review processes including intake, case reviews and goal-oriented care planning and handover. • Take a lead role in reviewing models of care, clinical pathways procedures, and guidelines, and designing and implementing quality improvement initiatives • Contribute to advancement of clinical practice, e.g., nursing practice standards development, membership of practice or editorial boards, leadership of position papers or participate on state or national working parties, as agreed with manager.
	<p>Research</p> <ul style="list-style-type: none"> • Initiate and conduct original, local research projects related to the CNC role scope and disseminate the findings. Manage and lead research projects requiring contribution from others and participate as co-researcher in tertiary-level studies. Adapt relevant scientific research to support practice application - including research from other disciplines.
	<p>Education</p> <ul style="list-style-type: none"> • Develop information and health literacy resources for clients. • Take a lead role in identifying secondary-level service nurse education needs and collaborate with others to develop, plan and deliver specialist formal and informal clinical education programs for CYF and CFHN clinicians and service partners including General Practice and deliver postgraduate education.

	<p>Clinical Services Planning and Management</p> <ul style="list-style-type: none"> • Provide ongoing comprehensive analyses of current practice and the impact of new directions on the clinical specialty service and initiates improvements. • Initiate, develop, implement and evaluate strategic changes for the clinical specialty/service. 	
<p>KEY CHALLENGES (Maximum of 3)</p>	Engaging and supporting consistency of care delivery in working with children/families with multiple complex needs and vulnerabilities in Child Youth and Family Health Teams across multiple services, sites and sectors in NSLHD.	
	Supporting and driving high quality research and implementing quality improvement projects in CYF in NSLHD.	
	Ensuring CYF health nursing care is integrated within the broader Interdisciplinary service team that is required optimise healthcare outcomes for children/families with multiple complex needs and vulnerabilities.	
<p>KEY INTERNAL RELATIONSHIPS (Maximum of 3)</p>	WHO	WHY
	NSLHD CYFH teams	To ensure timely and seamless and coordinated nursing care appropriate for children/families with multiple complex needs and vulnerabilities living in NSLHD.
	NSLHD Clinical services Director (CDS)	To work closely with the CDS to initiate and drive local research in providing community-based child and family health care for children from priority population groups.
	NSLHD service partners, Maternity and Neonatal, Paediatrics, PARVAN, Mental Health and Drug and Alcohol Services.	Referral through Safe Start processes and subsequent client care co-ordination and delivery. Support clinicians working with children/families where a coordinated multi-service response is required.

<p>KEY EXTERNAL RELATIONSHIPS (Maximum of 2)</p>	WHO	WHY
	Non-Government Organisations, DCJ and/or Education	Client care coordination, support, and connection to community
<p>SELECTION CRITERIA</p>	Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct	

<p>(Minimum of 3 maximum of 8)</p>	<p>reports, as well as our patients and consumers, and those that care for them.</p>
	<p>Registered Nurse with Australian Health Practitioner Regulation Agency (APHRA) with at least 5 years full time equivalent post registration experience; and 3 years full time equivalent experience in Child & Family Health Nursing (CFHN) clinical practice working with vulnerable families as well as paediatric experience. Must have a post-graduate qualification directly related to CFHN; at minimum diploma level or evidence of working towards same and/or demonstrated equivalent experience and knowledge.</p>
	<p>Demonstrated ability to work autonomously and apply advanced CFH nursing practice knowledge, including family partnership model approach skills, in undertaking comprehensive biopsychosocial nursing assessments for children with complex needs. Proven ability to independently exercise advanced clinical judgement and decision-making in developing person-centred, goal-oriented care plans and advocating for vulnerable clients.</p>
	<p>Proven clinical leadership skills, capacity to provide effective specialist clinical consultation, and capability to influence innovative CFH nursing practice development; identify, evaluate, translate and embed evidenced-based research and policy requirements into contemporary practice across services.</p>
	<p>Demonstrated high-level understanding of, and ability to apply, NSW Ministry of Health policies, national and professional standards and framework requirements within Child and Family Health Nursing practice service.</p>
	<p>Proven ability and experience in leading, implementing and evaluating quality improvement initiatives and demonstrated ability to lead and undertake formal research in line with appropriate professional and ethics frameworks.</p>
	<p>Demonstrated effective interpersonal, negotiation, verbal and written communication skills, with develop and deliver engaging presentations and written clinical protocols,</p>
	<p>Advanced clinical information technology, Microsoft 365 and data analysis skills. Current NSW Driver’s License and a willingness to use to travel across the NSLHD.</p>

POSITION DESCRIPTION

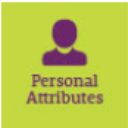



CYFH Clinical Nurse Consultant for Children with Complex Vulnerabilities

CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity and Inclusion	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Adept
	Think and Solve Problems	
	Demonstrate Accountability	
 Business Enablers	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

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CYFH Clinical Nurse Consultant for Children with Complex Vulnerabilities

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes Manage Self	Adept	<ul style="list-style-type: none"> • Look for and take advantage of opportunities to learn new skills and develop strengths • Show commitment to achieving challenging goals • Examine and reflect on own performance • Seek and respond positively to constructive feedback and guidance • Demonstrate a high level of personal motivation • Keep up to date with relevant contemporary knowledge and practices
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> • Tailor communication to diverse audiences • Clearly explain complex concepts and arguments to individuals and groups • Create opportunities for others to be heard, listen attentively and encourage them to express their views • Share information across teams and units to enable informed decision making • Write fluently in plain English and in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> • Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work • Initiate, prioritise, consult on and develop team and unit goals, strategies and plans • Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses • Ensure current work plans and activities support and are consistent with organisational change initiatives • Evaluate outcomes and adjust future plans accordingly

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JOB DEMANDS CHECKLIST	
<p>The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.</p> <p>Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.</p> <p>Infrequent: intermittent activity exists for a short time on a very infrequent basis Occasional: activity exists up to 1/3 of the time when performing the job Frequent: activity exists between 1/3 and 2/3 of the time when performing the job Constant: activity exists for more than 2/3 or the time when performing the job Repetitive: activity involved repetitive movements Not Applicable: activity is not required to perform the job</p>	
Physical Demands	Frequency
Sitting - remaining in a seated position to perform tasks	frequent
Standing - remaining standing without moving about to perform tasks	occasional
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	frequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	occasional
Kneeling - remaining in a kneeling posture to perform tasks	infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Not applicable
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	frequent
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	occasional
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Not applicable
Reaching - Arms fully extended forward or raised above shoulder	infrequent
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	infrequent
Hand & Arm Movements - Repetitive movements of hands and arms	occasional
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	frequent
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
Driving - Operating any motor powered vehicle	frequent

Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	constant
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Not applicable
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
Touch - Use of touch is an integral part of work performance	constant
Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	occasional
Unpredictable People – e.g. dementia, mental illness, head injuries	occasional
Restraining - involvement in physical containment of patients / clients	Not applicable
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	frequent
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	infrequent
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
Hazardous substances - e.g. Dry chemicals, glues	Not applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	occasional
Inadequate Lighting - Risk of trips, falls or eyestrain	infrequent
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	occasional
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	occasional
Confined Spaces - areas where only one egress (escape route) exists	occasional
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	occasional
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	occasional
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	occasional