

Position Description

Position Title	Clinical Nurse Consultant
Position Number	30103253
Division	Clinical Operations
Department	Intensive Care Unit
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Nurse Consultant A - B
Classification Code	ZF4 – ZJ4
Reports to	Nurse Unit Manager, Intensive Care Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

This position will report to the ICU Nurse Unit Manager. This role provides leadership, clinical resource and direction to ensure the clinical performance of the ICU team is optimal by identifying and addressing gaps in clinical knowledge and performance, developing clinical governance structures and quality improvement/research in ICU.

Responsibilities and Accountabilities

Key Responsibilities

- Ensure safe and quality nursing care is provided and promoted in ICU, as dictated by the Australian Nursing Council national competency standards, the Code of Ethics, Code of Professional Conduct for nurses in Australia and competency standards for ACCN.
- Provide clinical and professional leadership ensuring standards of care are maintained and continually improved by supporting ICU nurses through management, coaching and support
- In collaboration with key stakeholders including other CNC's, NUM, CSN/CNE's, implement nursing and inter-professional learning opportunities with a strong focus on nursing competency and assessment of core skill for nurses working in ICU and others as required and directed by NUM
- Attend relevant/ward specific nursing or clinical matters meetings
- Assist in the clinical area as required and as directed by the NUM
- Facilitate the practical application of the quality improvement cycle into the management and care of patients in the intensive care unit
- Promote and assist staff within the unit to undertake quality activities and research in liaison with the Research Co-ordinator and NUM
- Responsible for the development and provision of nursing orientation to ICU
- Assist the NUM with recruitment, retention, counselling, performance and conflict resolution
- Responsible for reviewing clinical incidents and reporting issues back to NUM
- Have an understanding of Bendigo Health's staff welfare options to refer staff following exposure to critical incidents where necessary and facilitate clinical debrief sessions if required
- Demonstrate strong problem solving skills, including the ability to develop new processes and make improvements to processes and services
- Provide regular supervision, training opportunities, coaching, mentoring and guidance to the ICU team. Assist the NUM in ensuring annual performance reviews are completed on time
- Responsible for the development of policies, procedures and practices relevant to ICU nursing
- Lead portfolios in collaboration with NUM and other departmental CNC's
- Coordinate equipment trials in ICU and attend clinical products meetings

Key Selection Criteria

Essential

1. Current registration as Registered Nurse with the Australian Health Practitioner Regulation Agency. Nursing and Midwifery Board Australia.
2. Demonstrated comprehensive knowledge and skills in intensive care nursing with 5 years' experience in the area

3. Post graduate qualifications, preferably Masters level in ICU or Critical care nursing
4. Demonstrated commitment to ongoing professional development of self and others
5. Ability to interact and communicate with a diverse range of people at all levels
6. Demonstrated awareness of current issues and trends in relation to clinical practice and education in ICU nursing

Desirable

7. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
8. Ability to develop/facilitate, implement and evaluate education/training programs
9. Demonstrated knowledge and experience in quality improvement processes and activities
10. Advanced computer literacy and word processing skills including demonstrated ability to understand and use a database for collection and analysis of data

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.