

## POSITION DESCRIPTION

Clinical Nurse Consultant A / B - High Dependency Unit (HDU)

*Supporting Everyone to be healthy and live well*

### PURPOSE OF THE ROLE

The role involves providing clinical leadership and management of the High Dependency Unit (HDU) while ensuring collaboration with the NUM of the Medical Unit and HDU Medical Lead for maintaining high-quality care standards. Responsibilities include driving improvement projects, offering clinical support to nurses, facilitating education and training in partnership with the Education department and ED CNC, and developing the role of Critical Care Liaison Nurse. The position also supports staff rotation, recruitment of Post Graduate students, and includes weekend and evening shifts to assist HDU operations.

Position Details	
Position Title:	Clinical Nurse Consultant High Dependency Unit (HDU)
Department	Medical/HDU Ward
Reports to:	Nurse Unit Manager
Positions Reporting to this role:	NIL
FTE:	NIL
Budget:	
Enterprise Agreement:	Nurse and Midwives
Position Classification:	Clinical Nurse Consultant A / B (ZF4/ZJ4)
Position Description last reviewed:	September 2024

Selection Criteria
<b>Essential:</b>
Qualifications: <ul style="list-style-type: none"><li>• Post Graduate qualification in Critical Care Nursing</li><li>• Registered Nurse with AHPRA</li></ul>
Five years clinical experience after post graduate qualification in Critical Care Nursing
Extensive experience and skill in critical/ intensive care nursing
Demonstrated ability to establish and maintain effective interpersonal relationships with a wide range of people and manage groups
Proven ability to plan, implement and evaluate specific projects
Demonstrated awareness of current issues and trends in relation to clinical practice and education relevant to HDU Nursing
Demonstrated ability to facilitate the development/introduction of education and training programs
Ability to work as part of a team as well as independently
Demonstrated commitment to ongoing professional development and others.
Demonstrated knowledge and experience in quality improvement processes and activities

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Excellent written and verbal communication skills.

Satisfactory evidence of; National police check, Working with Children's and Vaccination status in line with policy and procedure at this time.

**Desirable:**

Current membership of relevant professional organisation(s) is desirable (eg. ACCCN).

#### Key Accountabilities

Develop and implement structured skills acquisition, education, and training programs for HDU staff, including critical care competencies and career progression.

Maintain education records, including staff attendance at study days, education sessions, and study leave entitlements.

Collaborate with Education to support staff through preceptorship programs, orientation, and clinical support.

Facilitate staff meetings, participate in performance reviews, and assist in recruitment and workforce planning for HDU.

Support the NUM in developing unit-specific goals, workforce plans, and managing staff progression.

Oversee HDU roster management and collaborate with the ED CNC and Education Department for Critical Care Postgraduate nurse recruitment

Support all wards as the critical care liaison nurse, attending MET Calls, Code Blues, and assessing deteriorating patients.

Contribute to MET/Code Blue reporting, KPI data collection, and provide clinical assistance as directed by the NUM

Assist in policy development, quality activities, equipment coordination, and ensure compliance with NSQHS V2 standards, including reporting VHIMS incidents and RiskmanQ submissions.

Deputise for the NUM, participate in leadership meetings, and manage data collation for ANZICS and Medical M&M meetings

#### Organisational Responsibilities

Positively promote ERH within and externally to the organisation

Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct

Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position

Comply with relevant registration bodies mandatory continuing professional development requirements

Carry out all work and interactions in alignment with the CARE values

Report all incidents and near misses as soon as possible after the event

Participate in risk management activities and assist with identification and control of risks within their department or area of work





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Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

## CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:

 <b>Collaboration</b>	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
 <b>Accountability</b>	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
 <b>Respect</b>	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
 <b>Excellence</b>	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do


## Key Relationships

Internal	External
EDON, DDON, DMS, NUM Medical, NUM Surgical, NUM ED, NUM Theatre, HDU Medical Lead, Ed CNC, GP VMOs, Consultant VMOs, DiTs, Critical care educators, Education Department.	Bendigo Health ICU, Bendigo Health Mental Health, AV/ARV

## Leadership Capabilities




The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.

✓ **PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL**

Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced
	Inspires direction & purpose				
	Turns challenges into opportunities				
	Communicates effectively				
	Builds relationships				
	Works collaboratively				
<b>Accountability</b>	Acts with integrity				
	Demonstrates accountability				
	Drives accountability				

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	Manages self				
	Promotes innovation				
<b>Respect</b> 	Accessible communicator				
	Values difference				
	Consistently articulates direction				
	Empowers others				
	Respectfully influences				
<b>Excellence</b> 	Delivers results				
	Plans and prioritises				
	Thinks and solves problems				
	Consumer focus				
	Innovation change leader				

## TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: \_\_\_\_\_ Date:        /        /

Print Name: \_\_\_\_\_

cc: Employee File