POSITION DESCRIPTION

Clinical Nurse Consultant Residential Aged Care Inreach

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The CNC – Residential Aged Care Inreach nurses work in collaboration with Residential Aged Care Services (RACS) services and Echuca Regional Health (ERH) for the effective assessment, management. They work to improve clinical services available to Resident's in Care Facilities.

The primary objective of the position is to:

- Reduce avoidable presentation of residents of private or community RAC services to the ED.
- Offer education, clinical consultation and best practice advice for alternative care choices that optimise care and minimise avoidable ED presentations.
- Develop, implement, and evaluate clinical nursing resources for use within an in reach aged care model of nursing care.
- Consult with RACS about a range of resources to support them in their plans of residents who experience adverse clinical events.
- Consult with ED staff, GP's and RAC nursing and care staff to develop their coordinated management plans.
- Report to the CNC C any issues or clinical concerns
- Maintain Department of Health Key Performance Indicators for RIR services
- Develop, promote and evaluate, a service model for care in the hospital, RACF's and community agencies.
- Consult with the community and residential aged care providers about Advanced Care Planning and resident choices.
- Consult with RACFs residents, families, staff and local GP's annual through a quality improvement survey.

Position Details	
Position Title:	Clinical Nurse Consultant Residential Aged Care Inreach
Department	IPAC - Community Services
Reports to:	CNC C RIR or IPAC Manager
Positions Reporting to this role:	Nil
FTE:	As determined
Budget:	IPAC
Enterprise Agreement:	Nurses and Midwives EA
Position Classification:	**CNC A Year 1 (CAPR3.1 – ZF4)** **CNC B Year 2 (CAPR3.1 – ZJ4)** **(see EBA Definitions Clause 4(w) (i)) Employer has to work 24 hours a week (48 hours a F/N) to move to the next increment)**
Position Description last reviewed:	July 2025

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Selection Criteria
Essential:
Qualifications: • Current unrestricted registration with NMBA as a registered nurse
• Tertiary qualifications in Gerontology, Advanced Nursing and /or Critical Care are preferred
• Knowledge of and commitment to professional competencies and National Standards
Satisfactory evidence of; National police check and Vaccination status in line with policy and procedure at this time.
Desirable:
Willingness to undertake a Nurse Practitioner candidacy role is desirable

Key Accountabilities

- Improving clinical service delivery through consultancy and the implementation of Residential in Reach Service within the Echuca Regional Health catchment.
- Implement a nursing consultation service providing prompt assessment and short-term case management, to avoid an acute hospital presentation or unnecessary admission to acute care.
- Provide high level clinical telephone consultation and clinical nursing support to RACS
- Provide consultive processes for education and the develop of resources that support RACS care staff to manage residents/consumers within their aged care facility/service.
- Assist with the development and implementation of policy and procedure to enable a fast track for an aged care recipients' journey through the ED, that avoids and/or reduces the requirement for an acute hospital admission.
- Consult with relevant stakeholders to facilitate appropriate discharge planning from acute care, to ensure timely admission into RAC or the re-admission to their RACF.
- Establish an alternative model of care pathway for RAC recipient's that would otherwise be transferred to the ED for simple clinical nursing procedure; through consultation about alternative referral processes for RACF's to provide nursing care through in-reach services, planning internal and external appointments for RACS residents to specialised clinics, allied health and/or a GP service.
- Provide consultation and support for education and resources related to evidence based clinical pathways for nursing management of specific older persons acute and chronic conditions
- Maintain own knowledge of relevant legislation obligations and Advanced Care Planning.
- Collect accurate statistical data for analysis, as required.
- Maintain the key performance indicator data for RIR services:
  - 75% of referrals come from sources external to the hospital/ED
  - 75% of care is delivered in the RACS
  - 85% of clients have a length of stay of 14 days or less
- Yearly quality survey of consumers governed by NSQHS Standards.
- Develop a yearly Aged Care Forum with guest speakers and RIR data analysis presentation.

• Documenting and communicating in a standard format using the adopted principles of ERH – SOAP principles.
• Work as a primary clinical consultant and as the lead nursing resource for the provision of high quality, culturally sensitive aged persons nursing care in partnership with consumers, their significant others and other where required, with members of the multidisciplinary care team: • Operate as a positive nursing role model and expert clinical consultant for aged care in reach services. • Co-ordinate the nursing assessment and evaluation care planning for residents to ERH from admission to discharge, in collaboration with the multi-disciplinary team, as required. • Formulate, implement and evaluate targeted aged persons education strategies for RACF nursing care staff. • Consult with and coordinate nursing care within the RACF to avoid presentations to ERH and where an aged care recipient is admitted to ERH, work with internal processes to expediate discharge from ERH back to their RACS. • Consult with medical staff to implement and assess appropriate discharge plans. • Provide, specific consultation for the provision of, resident care within a complex clinical environment and/or across multiple service groups. • Use current electronic data collection – Health Management System to record all notes and mandatory data. • Analysis data evaluate and present common themes and process improvement analysis.

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
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:	
Collaboration	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

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Accountability	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	**External**
Emergency Department staff	Residential Aged Care Facilities (RACS)
Inpatient Units	Residents and significant others
IPAC Team	General Practitioners
	Community Service Providers and local government agencies

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
Collaboration	Inspires direction & purpose			•	
	Turns challenges into opportunities			•	
	Communicates effectively			•	
	Builds relationships			•	
	Works collaboratively			•	
Accountability	Acts with integrity			•	
	Demonstrates accountability			•	
	Drives accountability			•	
	Manages self			•	
	Promotes innovation			•	
Respect	Accessible communicator			•	
	Values difference			•	
	Consistently articulates direction			•	
	Empowers others			•	
	Respectfully influences			•	

Excellence	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