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SA Health Job Pack

Job Title	Nurse / Midwife Consultant - Cardiovascular
Eligibility	Open to Everyone
Job Number	871499
Applications Closing Date	16/7/2024
Region / Division	Barossa Hills Fleurieu Local Health Network
Health Service	Rural Support Service - iCCnet SA
Location	Tonsley Administration Building, Bedford Park
Classification	RN/M3
Job Status	Temporary Full-time position working up to 27 June 2025
Salary	\$121,537 to \$126,970 p.a.

Contact Details

Full name	Teena Wilson
Phone number	0421878785
Email address	teena.wilson@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Check (WWCC) - **DHS**
- National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- Unsupervised contact with Vulnerable groups- **NPC**
- Unsupervised contact with Aged Care Sector- **DHS**
- No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ↪ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ↪ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to [Guidelines for Applicants](#) for further information regarding

- Salary Packaging
- Opportunities for movement within SA Health
- Flexible working arrangements
- Criminal History screening and background checks
- Immunisation requirements
- Rights of review
- Information for applicants



Health
Barossa Hills Fleurieu
Local Health Network

ROLE DESCRIPTION

Role Title	Nurse/Midwife Consultant - Cardiovascular
Classification Code	Registered Nurse Level 3 – RN3A
Position Number	P21132
Local Health Network	Barossa Hills Fleurieu Local Health Network
Hospital / Service / Cluster / RSS	Rural Support Service (RSS)
Department/Section / Unit/ Ward:	iCCNET
Role reports to:	Network Operations & Research Manager
Role Created/ Reviewed Date:	June 2024
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements
Immunisation Risk Category	Category A (Direct contact with blood or body substances) Please click here for further information on these requirements

ROLE CONTEXT

Primary Objective(s) of role:
<p>The Nurse Consultant will provide advanced nursing services and/or midwifery services to support the ongoing development, implementation and provision of systems designed to enhance health services within country South Australia.</p> <p>The Nurse Consultant will provide expert acute cardiac advice and secondary prevention advice to residents of country South Australia. Activities undertaken by the role will align with the broad aims and objectives to achieve the following:</p> <ul style="list-style-type: none"> > Reduce emergency department presentations and hospital admissions for clients with cardiac disease. > Reduce length of stay for patients with cardiac disease admitted to country SA hospitals. > Reduce country patient’s journey to access health services. > Facilitate the timely transfer of country residents from metropolitan health services to their community of residence. > Increase effective use of health services by vulnerable groups.
Direct Reports:
<ul style="list-style-type: none"> > Reports to the Network Operations & Research Manager > Maintains close working relationship with all iCCnet staff. > Maintains cooperative and productive working relationships within all members of the health care team. > RN2 & RN1, EN and student nurses report directly to Nurse Consultant Cardiology (RN3)
Key Relationships/ Interactions:
<p><u>Internal</u></p> <ul style="list-style-type: none"> > Reports to Network Operations and Research Manager. > Develops and maintains support and works collaboratively with less experienced members of the nursing team providing. > Works closely with Clinical Director iCCnet Cardiology, SA Health. > Maintains and develops cooperative and productive working relationships with members of the GP Plus Services Strategy team and other relevant SA staff. <p><u>External</u></p> <ul style="list-style-type: none"> > Key Stakeholders within SA Health. > Networks relating to this role. > Grant Funding Bodies.

Challenges and opportunities associated with role:

Challenges and opportunities associated with this role include:

- > Provide proficient clinical nursing/midwifery care and/or individual case management to patient/clients in a defined clinical area.
- > Assess patient/client's needs, plan, implement and coordinate appropriate individual service delivery options and communicating changes in condition and care.
- > Provide health education, counselling and/or therapeutic/rehabilitation programs to improve the health outcomes of individual patient/clients or groups.

Delegations:

- > Nil.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

*NB References to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- > Return to Work Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA).
- > SA Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, Public Sector Act 2009 (SA), Health Care Act 2008 (SA), and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > Health Practitioner Regulation National Law (South Australia) Act 2010.
- > Mental Health Act 2009 (SA) and Regulations.
- > Controlled Substances Act 1984 (SA) and Regulations.
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > SA Health, Barossa Hills Fleurieu Local Health Network Inc and Rural Support Service policies, procedures and standards.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised. SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Statement:

Barossa Hills Fleurieu Local Health Network LHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace.

Barossa Hills Fleurieu Local Health Network LHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
- > Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- > National Police Certificates must be renewed every 3 years thereafter from date of issue.
- > Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- > NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required, Rural Support Service (hosted by Barossa Hills Fleurieu Local Health Network Inc) will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does not apply to existing LHN employees with continuous employment within the LHN which commenced prior to 1 October 2016.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Contributing to the scoping and coordination of nursing care and health service delivery for RSS iCCnet Cardiovascular Services, including Cardiac Rehabilitation. > Implementing and co-ordinating within span of control, processes for quality improvement and continuity within corporate risk management and nursing professional practice frameworks > Utilising available information systems to inform decision making, evaluate outcomes and convey information to staff. > Implementing local processes to operationalise the corporate risk management framework including investigating complaints, incidents and accidents. > Recommending, where relevant, changes to local or statewide processes and practices in accordance with emerging service needs, care evaluation results, identified imminent systems problems, and coordination of local activities with corporate systems. > Providing a consultancy service for other staff, agencies and community members regarding provision of respiratory health care services. > Working in partnership, liaising, consulting, coordinating and collaborating with staff, General Practitioners, Medical Specialists, consumers, carers and other agencies (government, non-government and private) in the development, provision and evaluation of Cardiovascular Services and programs. > Promoting access and equity of services for people from culturally and linguistically diverse backgrounds. > Providing services that are culturally sensitive to the needs of people and enable them to make decisions concerning their health and well-being. > Establishing, developing and maintaining close working relationships with the Aboriginal health workers. > Performing audits to determine protocol adherence. > Supporting the development of pathways for access to services as appropriate.
Support of health setting services	<ul style="list-style-type: none"> > Providing corporate support to nursing practice within RSS iCCnet to improve patient outcomes, when considering for health service access, particularly in regards to Cardiovascular Services and programs. > Contributing to the growth and development of the Cardiovascular Services across regional local health network sites, in line with GP Plus Services and Patient Journey Initiative objectives. > Acting to resolve local and/or immediate nursing/clinical/health care or service delivery problems. > Supporting change management processes. > Contributing to communication processes that effectively deal with challenging behaviours and the resolution of conflicts. > Integrating corporate and program human and material resource management in collaboration with RSS Director of Nursing & Midwifery. > Undertaking the required work within the corporate and administrative framework and delegations of authority. > Implementing and coordinating processes for quality improvement within a risk management and nursing professional practice framework > Support change management processes.
Education	<ul style="list-style-type: none"> > Hold 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.
Research	<ul style="list-style-type: none"> > Integrating contemporary information and research evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level.

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	<ul style="list-style-type: none">> Utilising a project management approach, incorporating best practice guidelines and performance indicators.> Encouraging, promoting and supporting active participation of consumers and carers in forums/committees, service planning, development and evaluation.> Contribute to the development and sustainability of nursing/midwifery skills for the needs of the cardiovascular population group using systems of resource and standards promulgation.
Professional leadership	<ul style="list-style-type: none">> Provide, with increasing capacity over time, support and guidance to newer or less experienced staff, Enrolled Nurses, student nurses and other workers providing basic nursing care.> Review decisions, assessments and recommendations from less experienced Registered Nurses/ Midwives and Enrolled Nurses and students.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills:

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- > Demonstrated ability in the facilitation of change management.
- > Ability to prioritise workload and meet timelines.
- > Ability to be creative, innovative and flexible when approaching issues within the healthcare setting.
- > Demonstrated ability to plan, implement and evaluate services.
- > Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training in this area.

Experience

- > Registered Nurse with at least 3 years post registration experience or currently classified as a Clinical Nurse.
- > Demonstrated experience in management and leadership roles.
- > Recent experience working in the area of Acute Cardiovascular Services.
- > Knowledge and understanding of the role of the Registered General Nurse/Midwife within a healthcare setting.
- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- > Experience working with Aboriginal consumers.

Knowledge

- > Understanding of the requirements of the Nurses Act 1999, 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 of the South Australian Cardiac Rehabilitation Model of Care
- > 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 hospital setting.
- > Knowledge of contemporary nursing and health care issues.
- > Understanding of treatment options and support services available for people from country South Australia when accessing health services, especially those with cardiovascular conditions.
- > Understanding of the specific needs of clients living in country South Australia from Aboriginal and Torres Strait Islander backgrounds, and the barriers they may face when accessing health services.
- > General understanding of Aboriginal culture and a willingness to undertake further training in this area.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing, allied health or human services related discipline.

Personal Abilities/Aptitudes/Skills

- > Skills in using computers and relevant software and programs.
- > Demonstrated commitment to consumer and carer participation and ability to work in partnership with range of key stakeholders.
- > Demonstrated ability to lead, drive and implement change.

Experience

- > Experience in caring for clients with respiratory requirements.
- > Experience in using nursing and organisation management information systems.
- > Experience with quality improvement activities.
- > Experience in evaluating the results of research and where relevant, integrating the results into nursing practice.
- > Demonstrated experience in project management

Knowledge

- > Knowledge of contemporary professional nursing issues.
- > Knowledge of the South Australian Public Health System.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke & Northern Local Health Network and SA Ambulance Service. SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

Health Network/Division/Department:

Barossa Hills Fleurieu Local Health Network has an expenditure budget of around \$280 million and an employed workforce of over 2000.

The LHN encompasses country hospitals and health services that provide support and services to approximately 12% of the South Australian population.

The region is an area of significant population growth for South Australia. Our sites and services are located at Mt Barker, Gawler, Victor Harbor (Southern Fleurieu), Strathalbyn, Kingscote, Mt Pleasant, Angaston, Tanunda, Gumeracha, Eudunda and Kapunda. The LHN has 11 public hospitals, 6 aged care facilities and an extensive range of community-based services.

A range of clinical services are delivered including Acute care, Medical, Accident and Emergency, Surgery, Birthing and Midwifery, Specialist Consultancy, Renal Dialysis, Chemotherapy, Transfusions, Rehabilitation, Residential Aged Care, Respite Care, Transitional Care Packages, Aboriginal Health, Mental Health, Allied Health, Community Health (Country Health Connect), Community Nursing, Palliative Care, Community Home Support Packages and Home Modifications.

The Rural and Remote Mental Health Service at Glenside, Adelaide, provides services to the region with a team including psychiatrists, psychologists, social workers, occupational therapists and mental health nurses. There are also specialist youth mental health clinicians and access to specialist older persons mental health services.

The Barossa Hills Fleurieu Local Health Network is the host LHN for the Rural Support Service. The RSS supports all six regions LHNs by bringing together a number of specialist clinical and corporate advisory functions focused on improving quality and safety.

Health Network/Division/Department: Rural Support Service (RSS)

In 2018 the South Australian Government, through SA Health, introduced a governance reform process which culminated in the establishment from 1 July 2019 of regional local health network (LHN) governing boards. With the transfer of responsibility from the former Country Health SA LHN to the new regional LHN governing boards, the RSS was formally established on 1 July 2019.

The RSS is currently hosted within BHFLHN, and the BHFLHN Governing Board has the responsibility for overall governance of the RSS. The RSS is led by an Executive Director, RSS Governing Board and RSS Leadership Committee and operates in collaboration with each of the regional LHNs, providing a range of specialised clinical and corporate services at economies of scale. The RSS also delivers several state-wide services for and with all ten SA Health LHNs.

Values

RSS Values

RSS staff embody the South Australian public sector values:

- Service – We proudly serve the community and the South Australia government.
- Professionalism – We strive for excellence.
- Trust – We have confidence in the ability of others.
- Respect – We value every individual.
- Collaboration and Engagement – We create solutions together.
- Honesty and Integrity – We act truthfully, consistently and fairly.
- Courage and Tenacity – We never give up.
- Sustainability – We work to get the best results for current and future generations of South Australians.

Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees:

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Reconciliation

SA Health acknowledges culture and identify as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health's vision for reconciliation is that the gap is closed on Aboriginal health disadvantage, and that Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: