



POSITION DESCRIPTION

Position Title:	Clinical Nurse Specialist- Grade 2
Department:	Geriatric Flying Squad
Location:	War Memorial Hospital
Uniting Purpose:	To inspire people, enliven communities & confront injustice
Uniting Values:	Imaginative, respectful, compassionate, bold

Classification:	Clinical Nurse Specialist - Grade 2
Vaccination risk category:	A
Award:	War Memorial Hospital (Waverley) Nurses Agreement 2011
Employment status:	Full time permanent
Hours:	38 hours per week- Monday to Friday

Position reports to: Geriatric Flying Squad Head of Department. Deputy Director and Director of Nursing

Position Supervises: Nil

Key relationships: Geriatric Flying Squad multidisciplinary team, Nurse Practitioner Governance Committee, Geriatricians, Advanced Trainee (Geriatrics), Nursing and Allied Health teams, Residential Aged Care Facilities, POW Geriatric Outreach Service, Prince of Wales Community Assessment Unit and Community Management Centre, NSW Ambulance, NSW Police.

POSITION PURPOSE

The War Memorial Hospital is an aged care assessment rehabilitation hospital situated in the Eastern Suburbs of Sydney. The Geriatric Flying Squad provides advanced clinical assessment, investigation and develop management plans for older people in the community and in residential aged care facilities. The aim of the GFS is to (where appropriate) implement hospital avoidance strategies who are at high risk of emergency department presentation or readmission to hospital. This position is based at War Memorial Hospital and will work Monday to Friday,

War Memorial Hospital
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Waverley NSW 2024
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8am-4:30pm and play a role in triaging and managing referrals. The CNS2 within the context of the GFS will review and build referral pathways (where appropriate) and liaise with referrers, client's families and other health care providers. Alongside the GFS team the CNS2 provides comprehensive community focused geriatric assessment, short term case management and ongoing referral of aged care clients.

The GFS service is currently expanding through Ministry of Health Urgent Care Funding. This has enabled expansion of the service to now provide care to community patients 7 days a week and into the after-hours, with the support of the on-call Geriatrician. This will be an important element of the SESLHD Urgent Care Model in providing assessment and management in the older persons home, avoiding unnecessary ambulance use and emergency presentation.

The role also includes working with the Advanced Trainee Geriatrician, Nurse Practitioner and Clinical Nurse Consultant in geriatric assessment for residential aged care clients to prevent avoidable hospital admissions.

This position reports to the GFS Head of Department. This role involves working collaboratively with and under the direct supervision of the GFS Head of Department and Deputy Director and Director of Nursing, to assist in the provision of a service that is comprehensive, accessible, high quality and person-focused.

It is a core responsibility of this position to ensure that the philosophy of Uniting and overall objectives of War Memorial Hospital (WMH) are incorporated into all aspects of the role and imbedded in work practices. The position holder will provide an example to all staff by their adherence to these Inspired Care values and by actively promoting these values throughout the organisation.

POSITION OBJECTIVES

- To assist in the provision of multi-disciplinary comprehensive geriatric assessment and short term case management of older clients living in the community and RACF's as part of the Geriatric Flying Squad, to prevent avoidable ED presentations for those experiencing a subacute functional decline
- The role involves working together with the Residential Aged Care workforce, Primary Health Networks, Advanced Trainee Geriatrics and NP/CNC's of the Geriatric Flying Squad to provide rapid assessment of residential aged care clients at risk of an avoidable hospital admission
- To provide accurate and time specific triage of referrals and facilitate appropriate interventions for the most appropriate care of the client
- To maintain a high level of communication with other members of the multi-disciplinary aged care teams and with patients and their carers
- To provide a high standard of care to War Memorial Hospital patients of Waverley, Woollahra, Randwick, Botany and City of Sydney LGAs.

KEY RESPONSIBILITIES

Financial management & awareness:

- Ensure resources are utilised in a cost effective manner in relation to case management and patient care
- Comply with SESLHD, WMH and Uniting documentation standards and discipline specific guidelines for any entries into the medical records pertaining to activity data

Operational processes:

- Provides a consultative service in the area of community and residential care geriatrics and rehabilitation for multiple service groups (including hospital, community, residential care and domiciliary services), incorporating a range of modalities of health promotion, disease management, treatment and care
- Develop, facilitate and evaluate care management plans for patients with complex care needs to remain within an appropriate care environment with the support of the NPs, CNC, GFS, Advanced Trainee Geriatrician and Staff Specialist
- Implement clinical practice based on relevant standards including the Rehabilitation Nursing Competencies for Registered Nurses
- Support and educate relevant health care workforce in enabling the GFS client to remain in their home environment as per their clinical scenario
- Liaises directly with primary health, subacute and acute health care services to optimize the care delivery for the community based complex aged care client
- Contributes to the development and delivery of speciality related education programs for both health consumer and health workforce
- Participates in formal processes for the strategic and operational planning for the expansion of the clinical services

Client management & engagement (internal & external stakeholders):

- Demonstrate advanced nursing clinical assessment skills that enhance the service's ability to manage more complex patients/clients within the clinical specialty and exercise independent professional judgement in solving problems and managing cases where principles, procedures, techniques and methods require expansion, adaptation or modification
- Communicate effectively in a culturally sensitive manner with patients/clients, families, and other health care professionals to plan intervention strategies to ensure patients' needs are identified and provide clinical services to client groups and circumstances of a complex nature requiring advanced practice skills and clearly articulate these to others in the team
- Identifies and adopts innovative clinical practice models e.g. implementation and evaluation of new treatments, technologies, and therapeutic techniques relating to aged care
- Support and participate in all activities to improve and maintain a high standard of patient care, safety and quality
- Provides a comprehensive client-centred practice participating in direct patient care provision

People management & teamwork:

- Provides leadership that facilitates the ongoing development of clinical practice within the GFS, relevant healthcare setting e.g. RACF's and referral hospitals
 - Actively participates in War Memorial Hospital activities and/or committees related to improving clinical practice and patient care, and also within the aged care networks within the Northern Sector of SESLHD
 - Provide in-depth advice and support regarding Nursing Practice to health care professionals within the multi-disciplinary team and act in a consultative role within the specialty area, in order to establish co-ordinated and continuity of care to patients/clients
 - Assumes responsibility of the Geriatric Flying Squad when delegated and/or as necessary
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KEY PERFORMANCE INDICATORS

Financial management & awareness:

- Maintain adequate documentation of interventions in the clients record using both electronic and written patient record systems as required for activity and costing purposes
- Comply with SESLHD, WMH and Uniting documentation standards and discipline specific guidelines for any entries into the medical records

Operational processes:

- Demonstrated appropriate and effective comprehensive geriatric assessments evidenced by appropriate patient outcomes from advanced clinical knowledge through clinical problem solving and decision making
- Actively contributes to the development of clinical practice within the Geriatric Flying Squad and War Memorial Hospital
- Provides ongoing comprehensive analyses of current practice and the impact of new directions on the clinical specialty service by participating in formal and informal education programs
- Development specialised education resources for patient /carer community to be utilised by other health care professionals
- Evidence of participation and compliance with all quality and risk management systems and processes, including the ACHS Accreditation National Standards and NSW Ministry of Health Work Health Safety Profiling policy

Client management & engagement (internal & external stakeholders):

- Demonstrates proactive and ongoing engagement with all primary health, acute, subacute and aged care service providers to achieve optimal client outcomes along a continuum of integrated care
- Assess, plan, organise, deliver, evaluate, and report on the provision of high quality care in accordance with WMH, NSW Ministry of Health and SESLHD policies and clinical practices, to achieve patient/client health outcomes within specified timeframes
- Apply professional knowledge and judgement when performing novel, complex or critical tasks specific to Nursing practice and plan and prioritise own and teamwork requirements to effectively meet defined patient/client care objectives within agreed timeframes
- Management of the health care of the older population in War Memorial Hospital and its catchment area in accordance with the Ethics and Standards set by the NSW Ministry of Health, Uniting and the NSW Nurses and Midwives Board.

People management & teamwork:

- Contribute to effective team dynamics and client and stakeholder relationships utilising high level communication and negotiation skills
- Act as an appropriate and effective role model and promote a culture and supporting practices that reflect the organisational Inspired Care values through demonstrated behaviours and interactions with patients/clients/employees
- Undertakes responsibility for formalised ongoing clinical supervision processes for junior staff
- Maintains professional registration and own professional development program

Work Health and Safety Requirements:

- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.

- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

Quality and Safety Requirements:

Staff work within, and are supported by, well-designed systems to deliver safe, high-quality clinical care. Staff are responsible for the safety and quality of their own professional practice, and professional codes of conduct. Staff will:

- Actively take part in the development of an organisational culture that enables, and gives priority to, patient safety and quality
- Actively communicate their profession's commitment to the delivery of safe, high-quality health care
- Model professional conduct that is consistent with a commitment to safety and quality at all times
- Embrace opportunities to learn about safety and quality theory and systems
- Embrace opportunities to take part in the management of clinical services
- Encourage, mentor and guide colleagues in the delivery of safe, high-quality care
- Take part in all aspects of the development, implementation, evaluation and monitoring of governance processes

PROFESSIONAL SKILLS AND KNOWLEDGE

Skills & Experience:

- Demonstrated advanced clinical skills and knowledge in gerontology nursing or other related specialty
- Relevant post registration qualifications in aged care, community or Rehabilitation and at least three years post-registration in the aged care, community or rehabilitation field
- Excellent interpersonal and communication skills and the ability to coordinate case management of patients with complex needs
- Exercises extended autonomy of decision making and appropriate escalation as required
- Demonstrated ability to work effectively within a multi-disciplinary team
- Understanding of the principles of Integrated Care within the community setting
- Demonstrated knowledge of Quality Improvement principles and awareness of community service requirements relating to accreditation and WHS processes
- Demonstrated experience with clinical documentation systems and Microsoft Office suite with demonstrated highly developed computer skills

Qualifications:

- Registered Nurse with endorsed Registration with the Australian Health Practitioner Regulation Agency (AHPRA) List A with current Registration
- Unrestricted Class C Driver's license

Employee Name:		Managers Name: Title	
Date:		Date:	
Signature:		Signature:	

JOB DEMANDS CHECKLIST

Job Title: Clinical Nurse Specialist
 Department: Geriatric Flying Squad
 Assessor: Ainsley Chapman
 Date of Assessment review: November 2025

Service/Unit: War Memorial Hospital
 Manager / Supervisor: GFS HOD
 Date of Assessment: November 2024

Definitions:

★ Denotes a critical requirement of the job

Frequency

I	Infrequent – intermittent activity exists for a short time on a very infrequent basis	C	Constant – activity exists for more than 2/3 of the time when performing the job
O	Occasional - activity exists up to 1/3 of the time when performing the job	R	Repetitive – activity involves repetitive movements
F	Frequent – activity exists between 1/3 and 2/3 of the time when performing the job	N/A	Not applicable – activity is not required to perform the job

CRITICAL ★	PHYSICAL DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sitting Remaining in a seated position to perform tasks			x			
	Standing Remaining standing without moving about to perform tasks			x			
	Walking Floor type: even/uneven/slippery, indoors/outdoors, slopes			x			
	Running Floor type: even/uneven/slippery, indoors/outdoors, slopes	x					
	Bend/ Lean Forward from Waist Forward bending from the waist to perform tasks		x				
	Trunk Twisting Turning from the waist while sitting or standing to perform tasks		x				
	Kneeling Remaining in a kneeling posture to perform tasks		x				
	Squatting/ Crouching Adopting a squatting or crouching posture to perform tasks		x				
	Crawling Moving by crawling on knees & hands to perform tasks						x
	Leg/ Foot Movement Use of leg and or foot to operate machinery						x
	Climbing (stairs/ladders) Ascend/ descend stairs, ladders, steps, scaffolding	x					
	Lifting/ Carrying	Light lifting & carrying – 0 – 9kg		x			
		Moderate lifting & carrying – 10 – 15kg	x				
		Heavy lifting & carrying – 16kg and above	x				
	Reaching Arms fully extended forward or raised above shoulder	x					
	Pushing/ Pulling/ Restraining Using force to hold/restrain or move objects toward or away from body	x					
	Head/ Neck Postures Holding head in a position other than neutral (facing forward)		x				
	Hand & Arm Movements Repetitive movements of hands & arms	x					
	Grasping/ Fine Manipulation Gripping, holding, clasping with fingers or hands		x				
	Work at Heights Using ladders, footstools, scaffolding, or other objects to perform work	x					
	Driving Operating any motor powered vehicle			x			
CRITICAL ★	SENSORY DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sight Use of sight is an integral part of work performance e.g. viewing of X-rays, computer screen				x		
	Hearing Use of hearing is an integral part of work performance e.g. telephone enquiries				x		
	Smell Use of smell is an integral part of work performance e.g. working with chemicals		x				
	Taste Use of taste is an integral part of work performance e.g. food preparation						x
	Touch Use of touch is an integral part of work performance			x			

CRITICAL *	PSYCHOSOCIAL DEMANDS – DESCRIPTION (comment) Assisting ↓	FREQUENCY					
		I	O	F	C	R	N/A
	Distressed people e.g. emergency or grief situations		x				
	Aggressive & uncooperative people e.g. drug/alcohol, dementia, mental illness		x				
	Unpredictable people e.g. dementia, mental illness and head injuries		x				
	Restraining Involvement in physical containment of patients/clients						x
	Exposure to distressing situations e.g. child abuse, viewing dead/mutilated bodies						x
CRITICAL *	ENVIRONMENTAL HAZARDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Dust Exposure to atmospheric dust						x
	Gases Working with explosive or flammable gases requiring precautionary measures						x
	Fumes Exposure to noxious or toxic fumes						x
	Liquids Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE						x
	Hazardous substances e.g. dry chemicals, glues						x
	Noise Environmental/background noise necessitates people to raise their voice to be heard						x
	Inadequate lighting Risk of trips, falls or eyestrain						x
	Sunlight Risk of sunburn exists from spending more than 10 minutes per work day in sunlight						x
	Extreme temperatures Environmental temperatures are < 15°C or > 35°C						x
	Confined spaces Areas where only one egress (escape route) exists						x
	Slippery or uneven surfaces Greasy or wet floor surfaces, ramps, uneven ground						x
	Inadequate housekeeping Obstructions to walkways and work areas cause trips & falls						x
	Working at heights Ladders/stepladders/ scaffolding are required to perform tasks						x
	Biological hazards e.g. exposure to body fluids, bacteria, infectious diseases		x				

Additional Position Requirements/Demands Summary: From the checklist, outline the main requirements or demands of the job. This information will then be transferred to the Position Description. Anything that is frequent and above or identified as critical to the job should be included in the position description.

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Signature of Manager: Date:/...../20.....

I am able to fulfil the above requirements without modification.

I am unable to fulfil the above job requirements and need the following modifications:

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Signature of Employee: Date:/...../20.....