

Role Description

Role Title:	Clinical Nurse, Infection Management
Organisation:	Mater Health
Service Stream/Division:	Office of the Chief Medical Officer
Department/Unit:	Clinical Governance
Date Created/Reviewed:	11 February 2019 / 11 November 2019
Reports To:	Clinical Nurse Consultant, Infection Management
Level of Accountability:	Team Member

Role Purpose

Mater is committed to creating an organisational culture that values safety, identifies system vulnerabilities, and clearly integrates risk, quality and safety functions and activities. Within this broad context, and at the organisation level of clinical governance, the purpose of this position is to:

- Support the delivery of high-quality patient care using advanced clinical skills and knowledge to communication, collaborate and coordinate day-to-day patient care within the Nursing and interdisciplinary team to optimise patient outcomes.
- Collaborate with Mater Health clinical teams to review and improve hospital systems and processes to reduce the risk of healthcare associated infections.
- Support Clinical Nurse Consultants in the effective implementation of the Infection Management Program and its ongoing evaluation and improvement.

Behavioural Standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

Accountabilities

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table overleaf. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability.

This role of is responsible for fulfilling the following accountabilities:

In this Role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s
As a Mater Person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources.
Future Viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role Specific Expectations

Clinical Nurses (CN) practising at Mater practice within the relevant Standards for Nurses/Midwives as per the Nursing and Midwifery Board of Australia, as well as other legislation, standard and codes that can impact or inform the evidence-based practice of Nursing and are accountable for their own practice.

- Assist to and support the development of a range of initiatives, policies and processes designed to continually evaluate and improve Mater Health's systems for infection management
- Assist to plan and manage defined infection management projects to achieve desired outcomes within a quality management framework
- Evaluate clinical incidents (including near miss events) of health care associated infections and infectious disease exposure to contain infectious disease and prevent or reduce the risk of disease transmission to patients and staff
- Collaborates with other health professionals and community services in the delivery of patient care to reduce the risk of infectious disease transmission
- Collaborate effectively with the Practice Development Team to implement education initiatives
- Utilise effective communication skills to actively bridge barriers to patient and staff understanding in managing infectious diseases, transmission of micro-organisms, infectious outbreaks or new infectious disease diagnosis
- Mentor nursing teams' members to support the organisation's champions in Infection Management
- Effectively steward resources and participate in team evaluations to create improved workflows, system and processes
- Participate in activities that enhance Infection Management service delivery for improved clinician and patient experience
- Provide Infection Management support to patients and health service teams guided by the governing policy and procedures for confidentiality, privacy and information security
- Utilise professional standards of practice for self-appraisal and performance development planning and seek opportunities for expanded scope of practice.

Qualifications

Essential:

- Current registration with the Australian Nursing and Midwifery Board to practice as a Registered Nurse.
- Registered Nurse with Minimum of three years full time equivalent clinical experience in area of specialty, advanced knowledge and skills in infection management.

Desirable:

- Postgraduate qualification in relevant specialty.
- Experience in staff health/immunisation and occupational exposures.

Clinical / Technical Competencies

- Demonstrated ability to apply critical thinking and principles of nursing practice consistent with the clinical nurse scope of practice within the competency framework
- Effective interpersonal skills and demonstrated ability to communicate, consult and negotiate effectively with team members and stakeholders
- Willingness to promote and contribute to the maintenance of an environment which promotes safety for everyone, encourages learning and fosters an environment where everyone is encouraged to speak up
- Self-motivated with an ability to influence and motivate others
- Specialist knowledge and understanding of the principles and practice of risk management
- Experience in the application of clinical audit and quality improvement methodologies
- Effective oral and written communication skills.

Capabilities

Mater's Core Capabilities	Elements	Required proficiency for Role ¹				
		Foundation (Team Member)	Proficient (Team Leader)	Skilled (Manager)	Expert (Director)	Mastery (Executive)
Building high-performance interprofessional teams: Builds high performance interprofessional teams by developing talent and building trust	Vision and direction Implementation of strategy Interprofessional practice and education Team leadership Team development Identifying and nurturing talent Building trust	✓				
Accountability: Role models respectful accountability, effectively holds self and others to account through constructive feedback and dialogue	Holding to account Feedback and dialogue Drive for results	✓				
Learning Agility: Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations	Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking	✓				
Enacting behavioural change: Skilled at enacting sustainable behavioural change in people (through workflows, habits and clinical practice) to achieve improvements	Influencing perception Generating emotional responses (tempered by rational responses) Shaping behavioural decision making Mobilising and sustaining behaviour change	✓				

¹ Proficiency descriptors

- **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
- **Proficient:** demonstrates application of capabilities to others in team **and**
- **Skilled:** developed capability in others in a proactive and structured manner **and**
- **Expert:** mobilises collective capability across teams **and**
- **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out