

POSITION DESCRIPTION TEMPLATE



Health
Northern Sydney
Local Health District

POSITION TITLE	Child, and Family Health Nurse (CFHN) CNC1: Nurturing Connections
STAFFLINK POSITION NO.	TBC new position
COST CENTRE	260695
CLASSIFICATION	Clinical Nurse Consultant level 1
AWARD	Public Health Systems Nurses and Midwives (State) Award Health
REGISTRATION/LICENCE REQUIREMENTS	Registration with AHPRA
VACCINATION CATEGORY	Category A
PRE-EMPLOYMENT SCREENING CHECKS	Working With Children and National Criminal Record Check
RESPONSIBLE TO	Perinatal and Infant Mental Health Coordinator/SAFESTART CL
RESPONSIBLE FOR	Nil
PRIMARY PURPOSE OF THE ROLE	<p>The Nurturing Connections: Caregiver-Child Relationship Service aims to improve outcomes for children and families experiencing caregiver mental health and other psychosocial vulnerabilities through evidence-based assessment and intervention for caregivers and their infants and young children. The team work with caregivers who are pregnant or caring for a child up to age 4. The focus of interventions is on improving responsive caregiver-child relationships and the quality of family relationships; increasing strength, skills and competencies of caregivers and their children and improving caregiver capacity to manage mental health and psychosocial stressors.</p> <p>This Child and Family Health Clinical Nurse Consultant (CFH CNC) position is based in the Perinatal & Infant Mental Health (PIMH) Nurturing Connections (NC) team (Mental Health Clinicians, Peer Worker Social Worker, and Psychiatrists) and works in partnership with identified NC NGO partners.</p> <p>The CFH CNC will use a partnership approach with families and the NC MDT, and NSLHD CFH team, to ensure that comprehensive primary health care and age-appropriate assessments and CFHN interventions are provided for the family and their children. These strength-based assessments will ensure that any impact of parental vulnerabilities on the health and development of the child are identified early, evidence-based interventions are offered and provided by the most appropriate service available. The CNC will support the NC service and families navigate the range of health and development related services to ensure a seamless and integrated experience for the family.</p>
	Key Accountabilities cannot exceed 3200 characters total

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KEY ACCOUNTABILITIES <i>(Maximum of 8)</i>	Clinical Service Provision <ul style="list-style-type: none"> • Assess, plan, deliver, evaluate the provision of high-quality CFHN care for families in the NC program. • Engage early with vulnerable families through a family partnership approach and ensure timely developmental screening of NC children to identify any risks to development. • Ensure a Family Partnership based approach (collaborative, strengths based, family focussed) for care is used and underpinned by attachment theory; trauma informed care; infant development; the impact of mental health problems on parenting; parent-infant relationship and culturally sensitive practice principles. • Demonstrate advanced clinical reasoning and independent professional judgement skills to enhance the service's ability to manage infant/child needs within families with complex needs. • Advocate for children and families. • Provide seamless care navigation for vulnerable families to ensure an integrated service response to identified needs. • Maintain comprehensive clinical CFHN documentation/data
	Consultation/collaboration and clinical leadership <ul style="list-style-type: none"> • Provide in-depth specialist advice/support regarding CFHN practice to the multi-disciplinary team and act in a consultative role across the service and LHD to ensure delivery of appropriate, high-quality care. • Contribute to the development, management, and evaluation of CFHN focussed clinical processes for families and support the integration of NC services within the LHD. • Undertake liaison with relevant internal and external stakeholders to encourage cooperation and family focussed service provision
	Service development and evaluation <ul style="list-style-type: none"> • Participate in strategic/operational planning and reporting/evaluation in the service, including using consumer feedback and insight, development of/compliance with policies, procedures, and clinical practice related to the CFHN practice within NC and the broader CFH clinical leadership group. • Use technology to improve performance and effectiveness, support the implementation of new systems and technologies.
	Clinical improvement and research <ul style="list-style-type: none"> • Identify opportunities for improvement in service delivery, develop and participate in collaborative research and quality improvement initiatives to enhance CFHN care for identified families. • Promote evidence-based practice relevant to the service. • Participate in the external research evaluation processes.

	<p>Education</p> <ul style="list-style-type: none"> • Design, plan, deliver and evaluate targeted education and resources for consumers, families, and professionals. • Provide education, clinical supervision, and support related to the NC CFHN practice to health professionals, and students. 	
	<p>Quality and Safety</p> <ul style="list-style-type: none"> • Role model and promote a culture/practice that reflect organisational values and promote safety and wellbeing for staff and consumers. • Maintain responsibility for personal/professional development including risk, safety and quality and participate in evidence- based education and performance appraisals to continuously improve the NC service. • Take reasonable care that actions do not adversely affect the health and safety of others, comply with instructions, policies/procedures relating to health/safety in the workplace. 	
<p>KEY CHALLENGES <i>(Maximum of 3)</i></p>	<p>Establishing a new role and program initiative, working as a CFHN CNC within a mental health service including work to establish respectful, collaborative, and positive relations with Mental Health services and other perinatal and child focussed services, consumers, families/ carers and other key stakeholders. Ensuring continuing professional development of self, and education of NC team and wider services</p>	
	<p>Managing a busy workload with limited resources, competing demands and high-volume workload, including working across a range of physical locations requiring the ability to prioritise and organise tasks to ensure optimal outcomes. Working with a specialist client group requiring high level clinical judgement, theoretical knowledge and decisions based on current evidence while recognising the competing demands of adult and infant/child. Determining and recommending appropriate courses of action and interventions for parents with a prevention and early intervention focus for both the parent and infant while negotiating intra and inter-agency differences for the best consumer outcomes</p>	
	<p>Working with adults and infants/children (0-5 years) experiencing physical, psychological, and emotional distress Maintaining professional boundaries, CFHN scope of practice and personal wellbeing while responding appropriately to consumer expectations.</p>	
<p>KEY INTERNAL RELATIONSHIPS <i>(Maximum of 3)</i></p>	<p>WHO</p>	<p>WHY</p>
	<p>Perinatal and Infant Mental Health Coordinator</p>	<p>Line manager for the team.</p>

	CYMHS and CYFH Nurse Managers	Professional Nursing leadership
	Child Youth and Family Service	Child Youth and Family nursing connections, broader clinical support and collaboration
	LHD, Maternity, neonatal and Women's Health Network, Child Youth and Family Services, PARVAN and paediatric Services	Collaboration for integrated care of consumers, families and their children

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KEY EXTERNAL RELATIONSHIPS <i>(Maximum of 2)</i>	WHO	WHY
	Non-Government Organisation Partners	Collaborative care for consumers and families.
	Department of Communities and Justice	Collaborative care for consumers and families. Ensure child wellbeing and safety issues are identified and reported.
SELECTION CRITERIA <i>(Minimum of 3 maximum of 8)</i>	Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.	
	Current Registration with the Nurses and Midwifery Board of Australia; Post Graduate qualification in Child and Family Health Nursing and a minimum of at least 5 years full time equivalent post graduate experience in Child and Family Health Nursing.	
	Experience in working with families with infants/children where parents are experiencing severe and complex mental health and psychosocial vulnerabilities and the applied understanding of the impacts of this on infant/child development. Demonstrated ability to use a family partnership approach to support parents/carers and their families/carers, enable them to make informed decisions in relation to their health needs and ensure clinical support and service delivery processes are understood.	
	Excellent negotiation, decision making and advocacy skills including the ability to interact constructively and collaboratively with a diverse range of stakeholders, enhancing clinical practice and service delivery.	
	Demonstrated ability to provide high level clinical advice, and consultation within and external to the organisation and experience in development of education tools or programs to support others in providing service excellence. Proven clinical leadership skills and demonstrated expertise in the management of complex clinical issues and the application of evidence-based practice, advanced critical thinking, and problem-solving skills.	
	Highly competent computer skills utilising varied software programs and information systems with proven commitment to ensure currency of practice and ability to utilise research / quality improvement strategies and service evaluation processes to effect changes in clinical practice.	
	Proven excellent written, oral, and interpersonal skills including the ability to consult and liaise effectively with a diverse range of people and work within a multidisciplinary team applying advanced reasoning skills and independent professional judgement when dealing with situations of a novel, complex or critical nature	
	Current unrestricted NSW drivers' licence and willingness to travel across the LHD	

JOB DEMANDS CHECKLIST

The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.

Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.

Infrequent: intermittent activity exists for a short time on a very infrequent basis
 Occasional: activity exists up to 1/3 of the time when performing the job
 Frequent: activity exists between 1/3 and 2/3 of the time when performing the job
 Constant: activity exists for more than 2/3 of the time when performing the job
 Repetitive: activity involved repetitive movements
 Not Applicable: activity is not required to perform the job

Physical Demands	Frequency
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Occasional
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Occasional
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling - remaining in a kneeling posture to perform tasks	Occasional
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Occasional
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Occasional
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Frequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Infrequent
Reaching - Arms fully extended forward or raised above shoulder	Occasional
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Occasional
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Occasional
Hand & Arm Movements - Repetitive movements of hands and arms	Frequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Occasional
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Infrequent
Driving - Operating any motor powered vehicle	Frequent

Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Occasional
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
Touch - Use of touch is an integral part of work performance	Frequent
Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Frequent
Unpredictable People – eg dementia, mental illness, head injuries	Frequent
Restraining - involvement in physical containment of patients / clients	Infrequent
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Occasional
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	Not applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
Hazardous substances - e.g. Dry chemicals, glues	Not applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	Occasional
Inadequate Lighting - Risk of trips, falls or eyestrain	Occasional
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Occasional
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Occasional
Confined Spaces - areas where only one egress (escape route) exists	Occasional
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Occasional
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Occasional

Commented [MH3]: I have matched all of these to the CFHN CNC roles Lee