

Position Description

Better@Home Acute - Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant CAPR3.2 ZF4
Business unit/department:	Continuing Care - Better@Home -ACUTE
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ Community
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Fixed-Term Part-Time
Hours per week:	16 Hours
Reports to:	Nurse Unit Manager
Direct reports:	nil
Financial management:	Budget: N/A
Date:	06/12/2025 - 30/08/2026

Position purpose

The Clinical Nurse Consultant (CNC) plays a key role in the development and delivery of a new Better@Home acute aimed at supporting older adults who present to the Emergency Department (ED). This service seeks to ensure that eligible patients receive timely, high-quality care in the most appropriate setting—at home rather than in the hospital—whenever safe and feasible.

The CNC will lead rapid assessment, acute nursing care, care planning, and coordination of services to facilitate safe discharge from ED to home-based care. This includes working closely with ED teams, community health providers, primary care, and support services to optimise patient outcomes. The role involves clinical expertise, service innovation, and collaboration to support the successful implementation and evaluation of this new model of care.

Key responsibilities include:

- Facilitate a model of care that provides a safe and effective alternative to an acute inpatient bed.
 - In collaboration/consultation the B@H Acute team provide acute rapid assessment and short-term treatment of patients in their own home.
 - Provide an advanced level of clinical knowledge and expertise in the assessment and treatment of chronic and complex medical issues.
 - Triage referrals and support onboarding as required.
 - Work with medical/nursing/allied health teams to determine appropriate discharge plan to

alternative community service or to their GP.

- Practice within own scope of practice in accordance with legislation affecting nursing practice and healthcare.

- Contributing to service development, evaluation, and continuous improvement initiatives.

This role is integral to achieving our goal of reducing unnecessary hospital admissions, enhancing patient outcomes, and improving the overall experience of older adults by delivering the right care in the right place at the right time.

About Better@home

Better@Home – Acute is a new program launched as a part of our Quest vision and TEC2 to reduce admission or decrease length of stay for those over 65 and at risk of hospital acquired functional decline. Our goal is to help more older people who present to the Emergency Department (ED) access the care they need in the right location—at home instead of in hospital whenever possible. We recognise that many older patients can be safely and effectively managed in their own homes with the right supports in place.

To achieve this, we commenced Better@Home Acute in March 2025 this service will provide rapid assessment and planning support for patients who are suitable for home-based care. This service will work closely with ED teams, primary care providers, and community health services to ensure timely interventions, comprehensive care coordination, and seamless transitions from hospital to home.

The Better@Home Acute team will consist of a dedicated team with specialist knowledge in managing the complexity of multiple medical conditions in frail older patients. The team will provide individualised care plans, tailored interventions, and ongoing support to optimize health outcomes and reduce the risk of unnecessary hospital admissions.

Position responsibilities

Role Specific:

- Deliver acute nursing care in the patients homes,
- Conduct rapid acute assessments of older patients in order for patients to remain at home
- Review and identify patients for suitability for the program
- Developing individualised care plans in collaboration with medical, nursing, and allied health teams.
- Coordinating and facilitating access to appropriate community-based services to support safe discharge.
- Providing clinical leadership and education to enhance the capacity of staff in managing older patients.
- Contributing to service development, evaluation, and continuous improvement initiatives.
- Practice within own scope of practice in accordance with legislation affecting nursing practice and healthcare.



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Direct Clinical Care;

- Plan and deliver education and teaching in clinical areas in response to nursing needs.
- Lead others to develop skills in comprehensive care planning to maximise patient outcomes and achieve goals of care.
- Lead and advise in partnership with multidisciplinary team, to address abnormalities in assessment information in all clinical situations.
- Lead and advise in partnership with multidisciplinary team to ensure goals of care and planned patient outcomes are achieved.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching.
- Provide expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Facilitate multidisciplinary care planning processes to achieve clinical outcomes and complex discharges.
- Lead the multidisciplinary team handover, huddles and advise on key priorities.
- Provide expertise in management of complex situations and generate alternative course of action.

Education;

- Facilitate staff learning through the development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Lead/coordinate local networks and forums to share and extend professional knowledge and build collegial relationships.
- Identify and implement strategies to support staff with their learning needs.

Research;

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Lead, guide and support others to deliver evidence-based practice.
- Identify best practice research to address gaps in nursing practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.

Support of Systems;



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- Contribute to organisational level strategic planning and drives local strategic plan initiatives.
- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHSS to drive practice improvement at the local level.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Lead staff to adhere to organisational EMR policy and practice.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Professional Leadership;

- Influence nursing clinical leadership and provide advice related to NMBA Decision Making Framework across Austin Health and wider context.
- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication and leadership skills consistently.
- Establish a culture that values and celebrates leadership.
- Create a culture of nursing practice where teamwork, diversity and inclusion are central to delivery of care.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Current Victorian Drivers Licence
- Relevant postgraduate experience in acute medical or emergency nursing
- Experience and / or commitment to work in a community setting.
- Advanced assessment skills.
- Effective interpersonal and communication skills.
- Demonstrated safe problem-solving skills, with the ability to use the principles of nursing practice.
- A patient focused approach to care



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- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.

Professional qualifications and registration requirements

- Registered Nurse registered with the Nursing and Midwifery Board of Australia

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.



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General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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