

Position Description

Residential InReach Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant CAPR3.2
Business unit/department:	Residential In-Reach Service
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Community
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
	Choose an item.
	Choose an item.
Employment type:	Fixed-Term Part-Time
Hours per week:	32 Hours
Reports to:	Nurse Unit Manager
Direct reports:	nil
Financial management:	Budget: N/A
Date:	20/10/2025 - 30/06/2026

Position purpose

The Clinical Nurse Consultant (CNC) in the Residential In-Reach service (RIR) is responsible for triaging referrals from Residential Aged Care Facilities (RACF), General Practitioners, other health services and community partners assisting with the provision of acute assessment and intervention in facilities thus reducing the need for ED presentations.

The CNC will work collaboratively with the multidisciplinary team to ensure that best practice care is provided to people residing in RACF's in line with the Department of Health and Human Services (DHHS) guidelines for Residential In-Reach Programs.

The CNC will also have a consultancy role for Austin inpatients who are from RACF's, providing expert guidance while being treated at Austin Health, and supporting their transition back to the RACF.

The CNC will also be required to work independently, and display an advanced level of clinical knowledge and expertise relevant to Aged Care residents

About the Directorate/Division/Department

Residential In-Reach Service

The Residential In-Reach Service (RIR) is an Austin Health service funded via the Department of Health

and Human Services (DHHS) and sits within the continuing care division. The service is staffed by Clinical Nurse Consultants and Doctors from the Geriatrician team for the purpose of reviewing aged care residents within their facilities, providing a timely, person-centred management approach for acute medical conditions. The service also provides consultancy service to Austin Health inpatients who are residents of Aged Care Facilities.

The RIR service can:

- Provide acute assessment and intervention in Residential Aged Care Facilities (RACF), reducing the need for **ED presentation**
- Provide an alternative to hospital-based management of acute conditions.
- Provide short-term follow-up of acute treatment post ED and hospital discharge
- Assist with palliative care and advance care planning in consultation with Community Palliative Care Services
- Administer IV/IM Antibiotics, sub cut fluids, suture wounds, facilitate X-Rays & Ultrasounds – all within the RACF
- Coordinate Trail of Voids, emergency IDC & SPC changes and PEG changes
- Facilitate Geriatrician review in RACF's for residents with complex healthcare needs, changed behaviours or who require medication review.
- Triage and commence initial management of unwell residents who may benefit from hospital intervention, expediting transfer to the emergency department, or directly to Ward 10.
- Provide consultation on inpatients or patients in Emergency Department on a case by case basis as required to assist in early discharge planning

This service is not designed to replace the routine medical care delivered by the local doctor, but rather bridge a gap when access to the local doctor is unavailable, or when the resident would benefit from specialty Geriatrician support.

The Residential In-Reach Service is available 7 days a week from 0800hrs till 2000hrs.

Position responsibilities

Role Specific:

- Facilitate a model of care that provides an alternative to ED presentations.
- In collaboration/consultation with GP, Locum Service and Emergency Department, provide acute assessment and short-term treatment of residents in the aged care facility.
- In consultation with the multi-disciplinary team, provide additional and specific supports to residents and staff within Austin Health and/or Residential Aged Care Facilities.
- Provide an advanced level of clinical knowledge and expertise in the assessment and treatment of Aged Care Residents.
- Triage new referrals based on urgency.
- Work within DHHS guidelines for “Residential In-Reach Programs”
- Work with medical/nursing/allied health teams across Austin Health to consult on complex discharge planning to RACF.
- Practice within own scope of practice in accordance with legislation affecting nursing practice and healthcare.

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



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

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 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;

- 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.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- 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 post graduate experience in acute medical/aged care post registration nursing experience or nursing specialty
- 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
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- 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.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

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.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future