

Position Description

Private and Confidential

Clinical Nurse Consultant

LiveBetter is an organisation formed through an amalgamation of several like-minded, regionally based community service organisations that recognised the need for specialist service provision for the people of regional Australia.

Delivering a range of aged, disability, carer, child & family, mental health and clinical services, LiveBetter takes a holistic approach to working with customers seeking to ensure that customer needs and preferences are met. As well as service delivery LiveBetter assists customers with information, linking and referrals.

The major organisations that merged to form LiveBetter are CareWest [Central West, Orana, Far West, Northern and Riverina Murray regions of NSW], Excelcare [Central Queensland], Age Concern [Albury NSW], Family Link [Wagga Wagga NSW], There4U [Central Queensland], Home and Community Care services [Broken Hill], Translinc [Central West NSW], Nambucca Valley Phoenix, Open Arms Care [Mid North Coast NSW] and Leapfrog Ability [Hunter NSW]. Several other organisations had previously amalgamated with LiveBetter over the past ten years.

LiveBetter and its antecedent organisations have undergone a period of significant growth, with continuing growth in staff numbers, service capacity and diversity and geographic spread. To support this growth, LiveBetter invests heavily in corporate infrastructure and management systems as well as staff training and development.

LiveBetter employs approximately 1500 staff operating in offices, homes, preschool, respite centres and community hubs across regional and rural Queensland and NSW. Working alongside our staff are more than 250 volunteers who provide extra support and services to our customers and communities. Our annual revenue is now more than \$90 million with strong growth forecast.

LiveBetter is positioned as one of the largest regionally-based providers of community services in Australia. Although we are a large organisation, we remain focused on ensuring programs and services are provided by local staff, and tailored to the individual needs of local people and communities.

Our Purpose: Enabling the people in regional rural and remote Australia to live their best lives.

Our Values

LiveBetter's Values guide the way we conduct ourselves. This includes how we interact with our clients, community and business partners and how we treat each other. LiveBetter's Values are:

- **Integrity:** We live out our values, are honest and ethical in all our dealings and are accountable for our actions.
- **Respect:** We value the individual. We recognise the rights and choices of the client, employees and the community. We encourage teamwork and support diversity within the team.
- **Cooperation:** We strive to identify and create value from partnerships and alliances with other organisations, agencies, businesses, communities and within our own organisation.
- **Empowerment:** We believe that individuals and communities should be encouraged and supported to realise their full potential.
- **Excellence:** We strive for excellence and best practice in all that we do as individuals, teams and as an organisation.

The Position

Position title:	Clinical Nurse Consultant
Location:	Orange
Job Type:	Permanent Full Time
Reports to:	General Manager Disability Services & Out of Home Care
Direct reports:	Registered Nurse/s Enrolled Nurse/s

Service Description

The Clinical Nurse Consultant is part of the Disability Services team. The Disability Services team is led by the General Manager, Disability Services and encompasses Disability Services as well as Out of Home Care Services. LiveBetter Disability Services provide Community based programs, respite services, accommodation, residential services and vocational programs under the NDIS and through state-based funding. LiveBetter's Out of Home Care services provide Residential Care to Children and Young People in Out of Home Care. The Out of Home Care Team operates Residential Units in Bathurst, Orange and Wagga Wagga.

Key Position Responsibilities

The Clinical Nurse Consultant manages a team of clinical specialist staff responsible for the clinical interventions for our customers with complex needs. The position is also consults with key stakeholders to ensure quality outcomes in healthcare planning and healthcare management of clients of LiveBetter, whilst contributing to the assurance and improvement of the quality and safety of client services at LiveBetter.

The Clinical Nurse Consultant's core responsibilities include:

- Work with staff to develop and conduct general and focussed health assessments for new clients, and develop comprehensive health care plans for clients with complex health needs
- Provide high quality clinical interventions to clients with complex needs
- Develop and promote preventative approaches to client health care with an emphasis on early intervention and education
- Assist in the development and facilitation of staff induction and training programs in areas of healthcare
- Participate as required in audit preparation and processes towards quality assurance and quality improvement of client services
- Manage a caseload of clients who present with complex healthcare needs, and support their carers/families where relevant
- Assess client needs and develop and monitor healthcare plans for clients with complex needs, in consultation with client, their family, clinical staff and other relevant providers.
- Support and empower clients to maintain optimal health
- Provide clinical support and supervision to designated Support Workers and Nursing staff to ensure appropriate and high-quality service
- Recommend improvements and coach and mentor the clinical team to drive changes to improve effectiveness and efficiency ensuring best practice methodologies.
- Ensure that confidentiality is maintained in relation to the affairs of LiveBetter, clients, agents, and personnel. This confidentiality agreement remains in force during and beyond any period of employment.
- In conjunction with the Management, identify significant clinical issues impacting on services and assist to develop strategies to address these issues

- Maintain the electronic client database and case records as per policy, procedures and legislative requirements
- Attend to accurate recordkeeping, written client records and administrative records in accordance with policies and procedures
- Ensure that service delivery is planned in accordance with Service description Schedules and funding is used in a responsible and accountable manner

Risk

Managers and Coordinators are risk owners and are required to create an environment where risk is accepted as a personal responsibility of all staff, volunteers and contractors. They should:

- Identify, record and periodically evaluate the risks in NetSuite
- Identify, record and assess the effective internal controls
- Develop treatment plan to treat high level risks in a timely manner in NetSuite

Person Specification

Essential

- Bachelor Degree in Applied Health Science (Nursing) or equivalent
- Current registration with the Nurses and Midwives Board of NSW as a Registered Nurse
- A thorough working knowledge of contemporary clinical nursing practices and a high level of clinical expertise in working with people with a disability with complex needs and/or the frail aged incorporating more specialised intervention strategies
- Established leadership skills in a health care environment
- Demonstrated capacity to work as part of a multi-disciplinary team with sound interpersonal and relationship building skills
- Excellent written and verbal communication skills
- Demonstrated skills in coaching and mentoring
- Current Drivers Licence

Desirable

- Post Graduate qualifications in a relevant health field
- Qualifications in Workplace Training and Assessment
- Experience in developing and delivering training programs

Other requirements

1. Pass a National Criminals History Check, Working with Children Check and a pre-employment medical assessment (including drug and alcohol screening).
2. Advise LiveBetter in writing of any conditions which may impact ability to carry out the responsibilities required of the role.
3. Ability to be flexible with work hours to meet reasonable demands of the position.

Remuneration

An appropriate remuneration package in line with the skills and experience of the successful candidate will be negotiated. Salary packaging opportunities are available.

I hereby acknowledge that I have received my Position Description and understand what my duties and responsibilities are:

Employee Name:		Date:	
Signature:			