

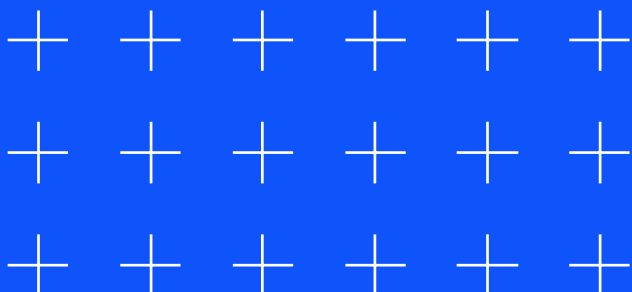


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Cardiac Surgery Clinical Nurse
Consultant**

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

The person will lead, educate and support the multidisciplinary team in the utilisation of tools and referral processes to facilitate and streamline the transition of care throughout the patients care journey. The Cardiac CNC will establish clear plans for discharge, liaising with patients and their families addressing any outstanding concerns that are identified as potentially delaying discharge or transfer to ensure the delivery of safe person-centred care. The Cardiac Surgery CNC will support the virtual ward model of care as well as reviewing model of care and care pathways.

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Responsible for facilitating throughput with the cardiac surgical cohort of patients incorporating elective and emergency demand
- Educates the staff in best practice principles in relation to inpatient and progression of care
- Act as a clinical resource and support person within the hospital
- Educate the health care team regarding the concept and role of the Cardiac Surgery CNC
- Coordinate discharge planning and care that meets the needs of patients, their families and carers utilising person centred care models to achieve the best possible outcomes for the individual.
- provide the Cardiac surgery post-operative follow up in line with the patient's individual care needs
- Initiation of referrals to relevant practitioners for ongoing care coordination
- Update EPIC flow tools EDD, next destination, barriers to discharge in conjunction with ANUM
- Facilitate the co-ordination of assessment and monitoring of a comprehensive plan of care for patients from admission to discharge in conjunction with the multi-disciplinary team
- Identify and facilitate referral of patients with potential ongoing health care needs to post-acute services through individualized plans of care to meet defined needs in the most effective manner
- Identify system impediments that negatively impact on patient progress and work with the multi-disciplinary team to implement strategies to resolve any issues
- Initiate and participate in quality improvement activities
- Support the formulation, implementation and evaluation of education strategies for patients and families
- Acknowledges responsibility for own professional development through the establishment of realistic goals based on the identification of individual needs
- Meets organisational and local KPIs pertaining to access and activity & provide a monthly report of KPIs and targets and accounts for variances
- Demonstrates flexibility and creativity in identifying resources to meeting patient care needs
- Develop and implement strategies for reducing length of stay and resource consumption whilst achieving quality outcomes
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

Internal

- ## External

- General Practitioners
- External acute health care services
- External subacute health care services
- External primary and community care services

Formal Qualifications:

- Registered Nurses:

- Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Post graduate qualification in cardiac care

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Clinical experience and expertise in the field
- Good operational understanding of health service processes and metrics
- Ability to work autonomously and within a team environment
- Excellent communication and interpersonal skills at both a clinical and executive level
- Proficient computer literacy including Windows Word, Excel and Outlook

Desirable:

- Experience in a management/leadership role e.g. ANUM/ education or equivalent
- 5 years' experience in acute cardiac nursing

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**

- As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.

- **First Nations Commitment**

- We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.

- **Child Safe Standards**

- RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.

- **Equal Opportunity and Accessibility**

- We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.

- **Thriving Together**

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date _____