



POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant Rehabilitation
Department:	Nursing
Location:	War Memorial Hospital
Uniting Purpose:	To inspire people, enliven communities & confront injustice
Uniting Values:	Imaginative, respectful, compassionate, bold

Classification:	Clinical Nurse Consultant Grade 2
Vaccination risk category:	A
Award:	War Memorial Hospital (Waverley) Nurses Agreement 2011
Employment status:	Permanent Full Time
Hours:	76hr per fortnight

Position reports to:	Nursing Unit Manager
Position Supervises:	Registered Nurses, Enrolled Nurses, Assistants in Nursing

Key relationships:

Internal

- Nursing Unit Manager – Morgan Unit: operational planning, performance, clinical priorities
- TACP Manager: service development, supervision, workforce planning
- WMH Executive and Senior Nursing Leadership: strategic priorities, service alignment
- Multidisciplinary teams (Allied Health, Medical, Support Services): coordinated patient care

External

- SESLHD Rehabilitation & Aged Care Networks
- Uniting Leadership and Senior Services networks.
- Acute hospitals and community providers
- Tertiary Education providers
- Australian Rehabilitation Nurses Association & other professional network bodies

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POSITION PURPOSE

The vision for South Eastern Sydney Local Health District (SESLHD) is *exceptional care, healthier lives*. Nursing and Midwifery – *Our Strategy for Transforming Person-Centred Cultures (2024–2029)* guides our profession to deliver effective, innovative and compassionate person-centred care. War Memorial Hospital (WMH) Clinical Strategic Plan 2022-2025, supports the safe and effective delivery of high quality person centred care, in a culture of supportive professional development.

The Clinical Nurse Consultant (CNC) Rehabilitation Grade 2 provides advanced clinical consultancy, leadership and expert nursing practice across Aged Rehabilitation and the Transitional Aged Care Program (TACP) at WMH. The CNC2 holds responsibility for advancing clinical standards and service development across two interrelated specialties, supporting complex patient journeys from inpatient rehabilitation through community-based transitional care.

POSITION OBJECTIVES

The CNC2 Rehabilitation will:

- Lead and evaluate specialty clinical practice, provide professional mentorship and clinical supervision to nursing teams across both services.
 - Contribute to clinical strategic planning, research, education, and quality improvement consistent with ARNA competencies, NSW Health and Uniting and SESLHD policy.
 - Act as an expert clinical resource for internal and external stakeholders, working collaboratively with multidisciplinary teams to facilitate safe, high-quality, person-centred care across WMH.
 - Provide expert clinical advice to patients, carers and other health care professionals within the Morgan inpatient unit, WMH TACP and across the WMH campus as required.
 - Support the provision of excellence in nursing care within a defined specialty of inpatient and outpatient rehabilitation services.
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KEY RESPONSIBILITIES

Domain 1: Clinical Service and Consultancy

The CNC2 will:

- Provide complex, high-level clinical consultancy to nurses, medical staff, allied health and external services across both the inpatient Morgan Unit and TACP, including assessment, management planning and care coordination for patients with complex aged and rehabilitation needs.
- Deliver advanced person-centred clinical practice, applying ARNA competencies and evidence-based frameworks to optimise functional outcomes and patient experience across inpatient and community settings.
- Lead and formalise ongoing clinical supervision structures for RN, EN and AIN staff within both services.
- Contribute to expert clinical advice during multidisciplinary review, case conferencing, discharge planning and guidance as to TAC Nursing interface with relevant hospital and community providers

Domain 2: Clinical Leadership

The CNC2 will:

- Provide strategic clinical nurse leadership across a broad service footprint of two clinical specialties (Rehabilitation and TACP), ensuring consistent, contemporary standards of practice in alignment with Uniting and WMH Strategy and SESLHD Nursing and Midwifery Strategy for Transforming Person Centred Cultures 2024-2029.
- Lead the systematic review and refinement of nurse clinical models, pathways, protocols and nursing documentation using best practice and emerging research.
- Represent WMH at local, district and state-level forums, contributing to the advancement of aged rehabilitation and transitional aged care nursing.
- Promote and lead the development of nursing clinical practice standards, policy review, accreditation activities, and innovative models of care.
- Act as an exemplary clinical role model, fostering professional accountability and high clinical standards across both teams.

Domain 3: Research

The CNC2 will:

- Initiate, conduct and disseminate locally based research projects relevant to aged rehabilitation and transitional aged care.
- Apply research and scientific evidence from nursing and related disciplines to influence clinical practice, patient outcomes and service development.
- Mentor staff in basic research skills, evaluation methodology and participation in quality improvement and translational research projects.
- Promote a culture of inquiry through journal clubs, evidence reviews and integration of research findings into everyday practice.

Domain 4: Education

The CNC2 will:

- Lead the planning, delivery and evaluation of specialty clinical education programs for nursing staff across both the Morgan Unit and TACP.
- Develop high-quality educational resources for patients, carers, nursing and multidisciplinary staff, supporting self-management, functional improvement and best practice.
- Support undergraduate and postgraduate nursing education, including student supervision, competency assessment and mentoring of early-career nurses.
- Partner with SESLHD, ARNA, tertiary institutions and professional groups to develop and deliver specialty education and contribute to postgraduate program development.

Domain 5: Clinical Services Planning and Management

The CNC2 will:

- Provide comprehensive analysis and evaluation of current clinical services, identifying opportunities for optimisation of patient flow, functional outcomes and community transition pathways.
- Lead strategic service improvement and implementation of new models, technologies and quality initiatives across both service areas.
- Contribute to operational and clinical strategic planning with the NUM, TACP Manager and WMH Executive to ensure integrated inpatient–community care, partnerships and innovation.
- Support activity-based management, performance metrics (FIM, LOS, outcomes), and safe, effective use of resources.

- Contribute to grant, scholarship and supplementary funding applications relevant to service development.

KEY CHALLENGES

- Balancing competing priorities across two complex and high-demand clinical services (inpatient rehab + TACP).
- Leading service change and workforce capability uplift across two distinct but interconnected care environments.
- Ensuring consistent application of evidence-based practice and advanced clinical decision-making across diverse patient cohorts, settings and teams.
- Maintaining strong communication, collaboration and role clarity across multidisciplinary and external partnering organisations.

DECISION MAKING

- Exercises independent advanced clinical judgement within the scope of a Registered Nurse with specialist expertise.
- Escalates issues with significant operational, risk management or resource implications to the NUM, TACP Manager or relevant Nursing Executive.
- Makes autonomous decisions regarding clinical supervision, education, service development priorities and consultancy practice.

Work Health and Safety Requirements:

All Staff

Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.

Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.

Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

Quality and Safety Requirements:

Staff work within, and are supported by, well-designed systems to deliver safe, high-quality clinical care. Staff are responsible for the safety and quality of their own professional practice, and professional codes of conduct. Staff will:

- Actively take part in the development of an organisational culture that enables, and gives priority to, patient safety and quality
- Actively communicate their profession's commitment to the delivery of safe, high-quality health care
- Model professional conduct that is consistent with a commitment to safety and quality at all times
- Embrace opportunities to learn about safety and quality theory and systems
- Embrace opportunities to take part in the management of clinical services
- Encourage, mentor and guide colleagues in the delivery of safe, high-quality care
- Take part in all aspects of the development, implementation, evaluation and monitoring of governance processes

PROFESSIONAL SKILLS AND KNOWLEDGE

Qualifications:

1. Current Registration with AHPRA as a Registered Nurse with a minimum of 5 years full-time equivalent post-registration experience, including at least 3 years in aged rehabilitation, gerontology, community care or related specialty.
2. Approved postgraduate nursing qualifications relevant to Aged Care, Rehabilitation or Chronic/Complex Care *or* commitment to commence within 12 months.
3. Current Class C Driver's Licence (required for community-based TACP activities).

Skills & Experience:

4. Demonstrated advanced clinical leadership, expert clinical reasoning and the ability to deliver, evaluate and guide high-quality patient care across inpatient and community settings.
5. Demonstrated commitment to professional development, capability building and clinical supervision for self and others.
6. Proven experience in quality improvement, service development, research translation and the ability to lead multidisciplinary improvement initiatives.
7. Demonstrated ability to work autonomously and collaboratively within complex multidisciplinary and cross-site environments.
8. Excellent interpersonal, written and verbal communication skills, including high-level computer literacy.
9. Demonstrated commitment to consumer participation, person-centred care, and engagement in service planning, evaluation and policy development.

Employee Name:		Managers Name:	Nicky Kirk
		Title	NUM
Date:		Date:	
Signature:		Signature:	

JOB DEMANDS CHECKLIST

Job Title: Clinical Nurse Consultant
 Department: Nursing
 Assessor: Nursing Unit Manager
 Date of Assessment review: 19.03.2026

Service/Unit: War Memorial Hospital
 Manager / Supervisor: Nursing Unit Manager
 Date of Assessment: 19.03.2026

Definitions:

★ Denotes a critical requirement of the job

Frequency

I	Infrequent – intermittent activity exists for a short time on a very infrequent basis	C	Constant – activity exists for more than 2/3 of the time when performing the job
O	Occasional - activity exists up to 1/3 of the time when performing the job	R	Repetitive – activity involves repetitive movements
F	Frequent – activity exists between 1/3 and 2/3 of the time when performing the job	N/A	Not applicable – activity is not required to perform the job

CRITICAL ★	PHYSICAL DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sitting Remaining in a seated position to perform tasks			X			
	Standing Remaining standing without moving about to perform tasks		x				
	Walking Floor type: even/uneven/slippery, indoors/outdoors, slopes			x			
	Running Floor type: even/uneven/slippery, indoors/outdoors, slopes	x					
	Bend/ Lean Forward from Waist Forward bending from the waist to perform tasks		x				
	Trunk Twisting Turning from the waist while sitting or standing to perform tasks		x				
	Kneeling Remaining in a kneeling posture to perform tasks	x					
	Squatting/ Crouching Adopting a squatting or crouching posture to perform tasks	x					
	Crawling Moving by crawling on knees & hands to perform tasks						x
	Leg/ Foot Movement Use of leg and or foot to operate machinery	x					
	Climbing (stairs/ladders) Ascend/ descend stairs, ladders, steps, scaffolding			x			
	Lifting/ Carrying			x			
			x				
		x					
	Reaching Arms fully extended forward or raised above shoulder	x					
	Pushing/ Pulling/ Restraining Using force to hold/restrain or move objects toward or away from body						
	Head/ Neck Postures Holding head in a position other than neutral (facing forward)						x
	Hand & Arm Movements Repetitive movements of hands & arms			x			
	Grasping/ Fine Manipulation Gripping, holding, clasping with fingers or hands		x				
	Work at Heights Using ladders, footstools, scaffolding, or other objects to perform work	x					
	Driving Operating any motor powered vehicle		x				
CRITICAL ★	SENSORY DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sight Use of sight is an integral part of work performance e.g. viewing of X-rays, computer screen				x		
	Hearing Use of hearing is an integral part of work performance e.g. telephone enquiries				x		
	Smell Use of smell is an integral part of work performance e.g. working with chemicals		x				
	Taste Use of taste is an integral part of work performance e.g. food preparation						x
	Touch Use of touch is an integral part of work performance		x				

CRITICAL *	PSYCHOSOCIAL DEMANDS – DESCRIPTION (comment) Assisting ↓	FREQUENCY					
		I	O	F	C	R	N/A
	Distressed people e.g. emergency or grief situations		x				
	Aggressive & uncooperative people e.g. drug/alcohol, dementia, mental illness		x				
	Unpredictable people e.g. dementia, mental illness and head injuries		x				
	Restraining Involvement in physical containment of patients/clients						x
	Exposure to distressing situations e.g. child abuse, viewing dead/mutilated bodies	x					
CRITICAL *	ENVIRONMENTAL HAZARDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Dust Exposure to atmospheric dust	x					
	Gases Working with explosive or flammable gases requiring precautionary measures						x
	Fumes Exposure to noxious or toxic fumes						x
	Liquids Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE						x
	Hazardous substances e.g. dry chemicals, glues	x					
	Noise Environmental/background noise necessitates people to raise their voice to be heard	x					
	Inadequate lighting Risk of trips, falls or eyestrain	x					
	Sunlight Risk of sunburn exists from spending more than 10 minutes per work day in sunlight						x
	Extreme temperatures Environmental temperatures are < 15°C or > 35°C						x
	Confined spaces Areas where only one egress (escape route) exists						x
	Slippery or uneven surfaces Greasy or wet floor surfaces, ramps, uneven ground	x					
	Inadequate housekeeping Obstructions to walkways and work areas cause trips & falls	x					
	Working at heights Ladders/stepladders/ scaffolding are required to perform tasks						x
	Biological hazards e.g. exposure to body fluids, bacteria, infectious diseases	x					

Additional Position Requirements/Demands Summary: From the checklist, outline the main requirements or demands of the job. This information will then be transferred to the Position Description. Anything that is frequent and above or identified as critical to the job should be included in the position description.

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Signature of Manager: Date:/...../20.....

☐ I am able to fulfil the above requirements without modification.

☐ I am unable to fulfil the above job requirements and need the following modifications:

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Signature of Employee: Date:/...../20.....