

List of Domains and Functions for Clinical Nurses and Midwives

Summary The purpose of this Information Bulletin is to provide information regarding current domains / functions required to be met by Clinical Nurse Consultants Grade 1, 2 and 3.

Document type Information Bulletin

Document number IB2024_009

Publication date 15 February 2024

Author branch Workplace Relations

Branch contact (02) 9391 9373

Replaces IB2017_002

Review date 15 February 2027

Policy manual Not applicable

File number HA-2023-0003240

Status Active

Functional group Personnel/Workforce - Industrial and Employee Relations

Applies to Public Health Units, Local Health Districts, Board Governed Statutory Health Corporations, Chief Executive Governed Statutory Health Corporations, Specialty Network Governed Statutory Health Corporations, Affiliated Health Organisations, NSW Health Pathology, Public Health System Support Division, Cancer Institute, Community Health Centres, NSW Ambulance Service, Dental Schools and Clinics, Public Hospitals

Distributed to Public Health System, NSW Ambulance Service, Health Associations Unions

Audience Workforce / Human Resources, Nursing

List of Domains and Functions for Clinical Nurses and Midwives

PURPOSE

The purpose of this Information Bulletin is to provide information regarding current domains / functions of Clinical Nurse Consultants (CNC) and Clinical Midwife Consultants (CMC) Grade 1, 2 and 3.

KEY INFORMATION

The below information outlines the functions of CNC/CMC Grade 1, 2 and 3 under each of the five domains, in ascending order of complexity and work value.

The domains / functions have been selected to differentiate between the grades of CNC/CMC and are not intended to describe the whole range of functions undertaken by CNC/CMC. Higher graded CNC/CMC are also required to possess the attributes to perform the functions of lower grade CNC/CMC positions.

Any enquiries must be directed to the relevant Human Resources personnel in the public hospital or public health organisation. Only Human Resources personnel from the public hospital or public health organisations are to contact the NSW Ministry of Health directly.

Domain: Clinical Service and Consultancy

Functions
Grade 1
1. Provides an expert person-centred consultancy practice participating in direct patient care provision.
2. Provides education on complex clinical issues to clients and carers.
3. Identifies and adopts innovative clinical practice models, e.g. implementation and evaluation of new treatments, technologies, and therapeutic techniques relating to CNC/CMC specialty.
4. Participates/collaborates in the design and conduct of quality improvement initiatives.
Grade 2
5. Provides a complex client-centred consultancy practice within a mixed clinical environment and/or across a series of services (e.g. cross-specialty).
6. Undertakes primary responsibility to formalise ongoing clinical supervision processes for Registered Nurses (RN), Enrolled Nurses (EN) and Assistants in Nursing (AIN). For a CMC this will include Registered Midwives (RM) and Assistants in Midwives (AIM).
Grade 3
7. Provides a more complex and expansive clinical consultancy service within a mixed clinical environment and/or across multiple service groups (e.g. hospital, community, home, private sector) and/or patient populations (e.g. neonatal, paediatric, adult, geriatric) and incorporating a range of modalities (e.g. health promotion/preventative health, disease management, treatment and care).

Functions
8. Undertakes primary responsibility for formalised ongoing clinical supervision processes for CNC/CMC peers, e.g. peer review of clinical practice at CNC/CMC level.
9. As an expert, conducts comprehensive review of clinical practice including, if required, for external organisations.

Domain: Clinical Leadership

Functions
Grade 1
1. Provides Acts as a role model as an expert clinician in the clinical setting.
2. Contributes to the development and management of clinical processes, e.g. models of care, clinical pathways, policy, procedures and guidelines.
3. Provides leadership in the ongoing review of clinical practice at facility or LHD/SN level as required.
Grade 2
4. Provides leadership in the ongoing review of clinical practice for a more complex service, i.e. a service provided at multiple sites or by multiple CNC/CMCs across a LHD/SN.
5. Participates on state and on national working parties.
6. Undertakes leadership roles, which promote broader advancement of clinical practice, e.g. the development of nursing/midwifery practice standards, membership of editorial boards and leadership of position papers.
Grade 3
7. Provides leadership in state, national and/or international nursing/midwifery and/or specialist clinical groups.
8. Initiates collaborative activities with organisations and Education Providers, e.g., projects determining the current status and influencing future directions of nursing/midwifery practice.

Domain: Research

Functions
Grade 1
1. Initiates, conducts and disseminates the findings of locally based research in specialty.
2. Participates as co-researcher in larger studies.
3. Manages research projects requiring clinical contribution from others.
Grade 2
4. Adapts and applies related scientific research to a clinical specialty, i.e. research from other scientific disciplines to nursing/midwifery.
5. Initiates original research projects.
6. Disseminates own research results through specialist publications and presentations.
Grade 3
7. Acts as principal researcher in significant/large scale research studies (e.g. those attracting research funding/grants/multiple sites, making a large contribution to nursing science).

Domain: Education

Functions
Grade 1
1. Participates in formal and informal education programs.
2. Identifies clinical education needs.
3. Collaborates with others in the development and delivery of education programs.
Grade 2
4. Undertakes primary responsibility for the planning and implementation of specialist clinical education for the local health district/specialty network.
5. Develops significant education resources for patients and their families, nurses, midwives and other health care professionals.
6. Participates in the development and delivery of postgraduate programs.
Grade 3
7. Provides significant contribution to the direction of clinical nursing/midwifery education within the specialty, e.g. involvement in the development of expansive programs (extra-regional, state or national education programs, advanced practice specialty programs, education involving large numbers of nurses/midwives within the specialty).

Domain: Clinical Services Planning and Management

Functions
Grade 1
1. Identifies future issues and new directions for the service.
2. Contributes to formal service and strategic planning processes within the organisation.
3. Plans, implements and evaluates annual plan for nurse/midwife consultancy service.
Grade 2
4. Provides ongoing comprehensive analyses of current practice and the impact of new directions on the clinical specialty service.
5. Initiates, develops, implements and evaluates strategic changes for the clinical specialty/service.
Grade 3
6. Undertakes primary responsibility for preparation, implementation and evaluation of annual plan for a clinical service, e.g. multi-disciplinary business plan.
7. Manages complex projects relating to significant practice change for the organisation.