

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	ICU Liaison Nurse Consultant
Business Unit/Division:	Emergency Services
Award Agreement:	Nurses and Midwives (Victorian Public Sector) Enterprise Agreement (2024 - 2028)
Classification:	ZF4 - ZJ4
Employment Type:	Ongoing part time
Reports to:	ICU Nurse Unit Manager
Date Prepared/Updated:	September 2025

ROLE STATEMENT

General Role Statement:

The ICU Liaison Nurse (ICU LN) role is pivotal to the quality of service delivery for a number of patient groups including responding to and managing the deterioration patients at the Epping site, assists with timely reviews of patients with complex care management needs on the inpatient wards and provides consultation, clinical support and leadership for medical, nursing and allied health staff involved in the management of patient with complex care needs who are at great risk of clinical deterioration.

The ICU LN will have advanced critical care expertise providing clinical guidance and support to ward medical, nursing and allied health staff involved in the management of patients with complex care needs.

Promote quality patient care and outcomes in a manner consistent with the professional code of conduct, legal requirements and organisational policies and procedures, within a framework of continuous quality improvement, and economic resource utilisation.

This position is responsible for:

- Provide hospital-wide assessment, intervention, and management of clinically deteriorating patients across the Epping site.
- Deliver timely advanced nursing assessment and support for patients with complex or high-acuity needs on inpatient wards.
- Undertake pre-discharge assessments for ICU patients and provide ongoing surveillance and clinical leadership until safe transfer and discharge are achieved.
- Respond to and coordinate care during Medical Emergency Team (MET), Code Blue, and REACH activations, ensuring accurate documentation and follow-up.
- Provide advanced clinical intervention and stabilisation for deteriorating patients, acting as a bridge to critical care where escalation is required.
- Conduct post-event and high-risk patient follow-up, coordinating multidisciplinary care to prevent re-deterioration.
- Participate in the Total Parenteral Nutrition (TPN) service, supporting monitoring, escalation, and multidisciplinary management of patients requiring parenteral nutrition.
- Deliver expert consultation, education, and clinical guidance to medical, nursing, and allied health staff across inpatient areas.
- Support workforce capability through coaching, mentoring, and modelling advanced critical care practice.

- Act as a clinical role model, promoting high standards of evidence-based nursing care and patient safety.
- Facilitate patient flow and continuity of care between ICU and inpatient wards.
- Advocate for patients by supporting person-centred care, goals-of-care discussions, and culturally and spiritually safe practice.
- Maintain accurate records of ICU Liaison Nurse activity, including admissions, reviews, and discharges, and contribute to reporting for ICU senior leadership.
- Participate in quality assurance, audit, and incident review activities, supporting compliance with NSQHS Standard 8 and Safer Care Victoria expectations.
- Contribute to research, service evaluation, and improvement initiatives, including presentation or publication of outcomes where appropriate.
- Actively participate in ICU and organisational governance committees, including the Standard 8 Clinical Improvement Committee.
- Uphold professional standards, legal requirements, and organisational policies in all aspects of practice.
- Build and maintain effective interdisciplinary relationships to strengthen escalation, communication, and care delivery across the hospital.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership:

- Act as a resource person / strong mentor to all nursing staff within the Epping site, including CCRN's ,RN, New Graduate RN's, RM's, EN's and student nurses.
- Implement patient teaching on a planned and informal basis.
- Actively seeks opportunities to participate in succession planning and personal professional development.
- Ensure efficient utilisation of available resources.

- Delegate to other nursing staff according to the individual level of experience / skill and the patient's needs as directed.

Strategic and Project Management Leadership:

- Manage Portfolio requirements to ensure delivery of expected outcomes including education to co-workers.
- Actively participate in quality activities taking a lead role with project improvement teams.
- Actively participate in ICU-based meetings.
- Actively contributes to Standard 8 Clinical Deterioration standard.

Organisation-Wide Contribution:

- In conjunction with the NUM develop and implement patient flow initiatives within the Unit and/or Division.
- Identify and report factors causing a delay in patient admission or discharge from ICU.
- Participate in quality improvement activities on the ward and throughout the organisation
- Delivers quality, patient centred nursing care, in accordance with hospital policies and procedures.
- Prioritised individualised nursing care to meet patient needs.
- Function effectively as a member of the healthcare team.
- Act as a clinical role model by providing the highest standard of direct patient care and service.
- Demonstrate knowledge and understanding of current trends and their implications for nursing practice.
- Accurately documents patient care in accordance with hospital policies and procedures.
- Actively participate in team meetings and/or case conferences to ensure discharge plans are facilitated in consultation with patients and carers.
- Involves the individual / family as active participants in the process of care and discharge planning activities on an ongoing basis.
- Determine who the Medical Treatment Decision Maker (MTDM) is and recognise advance care planning documents and how to apply these.
- Demonstrates sensitivity to the needs of individuals and groups.
- Acts as a patient advocate ensuring the rights of individuals/groups are maintained.
- Adheres to all aspects of confidentiality in regards to patients, staff and personnel.
- Actively seeks advice concerning nursing care activities that are unfamiliar or new.

Diversity and Inclusion:

- Commit to the principles of Person-Centred Care and to embedding these principles in all elements of service provision.
- Exhibit customer service behaviours in all interactions with internal and external customers.
- Work with consumers to improve the safety and quality of services.
- Support achievement of Northern Health's Cultural Responsiveness Plan.
- Promote a physical and psychosocial environment which promotes the safety and wellness of staff.

Innovation and Culture Change:

- Ensure patient record management meets legal, professional and organisational standards.
- Ensure patient incidents are recorded on Riskman.
- Utilise patient and carer feedback to inform the delivery of patient-centred care. Promote a physical and psychosocial environment which promotes the safety and wellness of staff.
- Promote a unit culture of optimism, innovation, encouragement, learning and creativity

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Registered Nurse with AHPRA.
- Holds a post graduate ICU qualification.
- Minimum 5 years recent post graduate qualification experience.
- Flexibility with 12hour day / night shift rotations.
- Demonstrates the ability to work independently .
- Evidence of clinical professional development relevant to area of practice.
- Current National Police and Working with Children History Check.

Experience:

- Experience working in a senior clinical role (CNS or above).
- Preferred ICU Liaison Experience
- Experience in research projects
- Leading, coordinating and managing teams
- Ability to identify, plan and support and Continuous Quality Improvement initiatives

Knowledge, Skills and Behaviours:

- Highly developed written and verbal communication skills.
- Demonstrated organisational skills.
- Demonstrated ability to assist and support change.
- Knowledge of and commitment to Quality Improvement.
- Demonstrated understanding of professional nursing issues.
- Leadership qualities with proven ability to direct, enthuse and encourage a multidisciplinary team
- Demonstrated knowledge and understanding of patient Optimal Care Pathways and principals including knowledge of KPIs.

Employee Declaration

I have read, understood and accept the above Position Description.
(Please print name)

Signature:

Date: