Focus of Duties:

As part of a multidisciplinary team delivering high quality mental health services in accordance with the Mental Health Services Strategic Plan, Mental Health Service principles, National Mental Health Standards, Agency policy, legal requirements and relevant professional competencies, the Clinical Nurse Specialist - Adult and Community Mental Health:

- Is a clinical expert in the area of practice and acts as a clinical resource for nursing, medical and allied health staff in the management of consumers with complex mental health needs, working with other members of the multidisciplinary team to deliver comprehensive care within the designated area of practice.

- Initiates, develops, implements and evaluates clinical policy, care guidelines, quality improvement and research activities in accordance with contemporary best practice to improve consumer outcomes.

- As a senior clinician within the Adult and Community Mental Health team, provides case management to a designated number of consumers with complex needs, including carer education and consultation and collaboration with GP’s, other service providers and significant others in provision of care.

- Provides orientation, supervision and support to all nurses within the team and coordinates student nurse placements.

Duties:

1. Provides clinical expertise in contemporary nursing practice within Adult and Community Mental Health setting, promoting professional standards of practice and an environment conducive to innovation and change that promotes best practice and meets established accreditation standards of practice.

2. Maintain and display advanced clinical practice skills within the Adult and Community Mental Health Service and act as a resource person to other members of the multidisciplinary team in the management of complex clinical issues.
3. Undertake the provision of recovery focused specialist mental health assessments and assertive case management, using recognised assessment methods and evidence based interventions, for a designated number of clients within the community setting.

4. As a senior member of the multidisciplinary team, lead multidisciplinary team review of clients, including supporting staff to develop, monitor and evaluate clinical outcome measures.

5. Maintain appropriate records of assessments, interventions and specialised reports, and assist in the maintenance of appropriate records systems. Act as a role model to other team members in standards of practice in clinical documentation.

6. Develop and maintain integrated clinical links across the Mental Health Services, with Community Service Organisation’s and other Service Providers.

7. Act as an Authorised Officer under the Mental Health Act when required.

8. Provide leadership in nursing practice including the interpretation of clinical guidelines and implementation, monitoring and evaluation of policies and protocols relevant to the practice area, in conjunction with the Clinical Nurse Consultant and/or Team Leader, and promote an environment conducive to innovation and change.

9. Accept responsibility as the ‘designated nurse responsible’ for the coordination of medications within the community service as per legal requirement, policies and procedures.

10. Identify professional learning needs of community nursing staff and, in collaboration with Clinical Nurse Educators and the Team Leader, develop, implement and review strategies to address those needs.

11. In conjunction with the Clinical Nurse Consultant, undertake orientation and supervision of nurses within the Adult and Community Mental Health Team.

12. Coordinate student placements and precept students or support other nurses in precepting students.

13. Promote a culture which supports action based research and promotes the application of evidence based research by nurses in the practice setting.

14. Actively participate in and contribute to the organisation’s Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.

15. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Scope of Work Performed:

- Accepts accountability and responsibility for own standard of professional practice in accordance with the Australian Health Practitioner Regulation Agency (AHPRA), the Nursing and Midwifery Board of Australia, codes of practice, professional guidelines and legal requirements.

- Acts as clinical resource person, providing guidance and support to Registered Nurses, and other members of the multidisciplinary team.
• Act as an Authorised Officer in accordance with the Mental Health Act.
• Responsible for recognising and maintaining one’s own professional development.
• Maintains knowledge of contemporary evidence based practice.
• Clinically and administratively responsible to the Team Leader.
• Professional support and supervision from the Director of Nursing or the approved Delegate.
• Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

**Essential Requirements:**

*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee’s responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.*

• Registered with the Nursing & Midwifery Board of Australia as a Registered Nurse and possess specialist tertiary graduate or post graduate mental health/psychiatric nursing qualification; or completed, prior to the transfer of nurse education to the tertiary sector, an accredited hospital based program that lead to registration as a psychiatric nurse by the relevant nurse regulatory authority within Australia, New Zealand, Canada or the United Kingdom.

• Current Driver’s Licence.

• The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
   a) crimes of violence
   b) sex related offences
   c) serious drug offences
   d) crimes involving dishonesty
   e) serious traffic offences

2. Identification check

3. Disciplinary action in previous employment check.

**Desirable Requirements:**

• Extensive, community psychiatric nursing experience and/or is credentialed as a Mental Health Nurse by the Australian and New Zealand College of Mental Health Nurses Inc. or equivalent.

• Holds or is working towards relevant tertiary qualifications.
Selection Criteria:

1. Extensive experience in and comprehensive knowledge of clinical nursing practice in a variety of settings, with at least five years post-graduate clinical nursing experience directly applicable to Mental Health settings.

2. Comprehensive knowledge and understanding of relevant legislation and awards, including the Mental Health Act, Right to Information Act, Work Health and Safety Act and relevant statutory requirements and departmental procedures and policies.

3. Highly developed interpersonal skills, including written and oral communication, negotiation and conflict resolution skills, and the proven ability to work constructively as part of a multidisciplinary team at both service and community levels.

4. Demonstrated ability to act as a clinical resource in the clinical setting.

5. Highly developed clinical management and leadership skills with demonstrated ability to perform effectively as a multidisciplinary team member and provide support to the Team Leader.

6. Ability to apply the principles of clinical risk management, quality improvement, nursing research, performance monitoring and evaluation relevant to the clinical area.

7. Demonstrated ability to precept nurses and undergraduate and postgraduate student nurses.

Working Environment:

- This is a Generic Statement of Duties and employees should refer to the advertised position for details of hours of work (shift work or day work) and total hours per fortnight required.

- Employees employed in this job may be required to participate in an on-call roster.

- Employees may be required to work at various locations within the advertised region.

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the State Service Act 2000. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.