

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Diabetes
Position Number:	Generic
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South and Hospitals North/North West
Position Type:	Permanent, Full Time/Part Time
Location:	South, North, North West
Reports to:	Nurse Unit Manager - Diabetes Centre
Effective Date:	June 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registration with the Nursing and Midwifery Board of Australia as a Registered Nurse</p> <p>Current Tasmanian Working with Children Registration (where applicable and as determined by individual position requirements)</p> <p><i>*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 if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	<p>Credentialed with the Australian Diabetes Educators Association (CDE™)</p> <p>Member of the ADEA or other relevant professional organisation(s)</p> <p>Holds, or is working towards, a relevant postgraduate qualification</p>

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

- Provide specialist nursing expertise within an interdisciplinary framework to assist individuals and their families/carers to adjust to living with diabetes and/or other endocrinology conditions including the provision of education and health promotion activities.
- Act as a clinical resource for internal and external stakeholders, including community organisation(s) and health professionals, to provide specialist advice, knowledge and support.

Duties:

1. Provide safe, effective, client-centred care reflective of highly developed knowledge, skills and experience in diabetes education, management and stabilisation.
2. Plan, develop, promote, coordinate, deliver and evaluate a comprehensive range of consumer group education and health promotion programs.
3. Plan, develop, promote, coordinate and evaluate age and diabetes type specific support groups to people with diabetes, their carers' and/or guardians.
4. Develop clinical risk management strategies for, and in partnership with, people with diabetes considered as high risk and contribute to case management in collaboration with the multidisciplinary team.
5. Interpret and develop evidence based clinical guidelines in conjunction with the Nurse Unit Manager and the broader interdisciplinary team to optimise outcomes in diabetes care.
6. Identify, contribute to and evaluate standards of nursing practice and policies within the specialist area of diabetes and/or endocrinology, to optimise and promote improved health outcomes for clients.
7. Contribute to the formulation and evaluation of quality improvement and clinical research activities, and initiate strategies for change that will contribute to continuous improvement and the application of evidenced based care.
8. Contribute to the professional development of other health care workers/students in diabetes management.
9. Collaborate with members of the diabetes health care team and relevant stakeholders to provide specialist advice, expertise, knowledge and support, and attend and actively contribute to team meetings and case discussions, journal club and mentoring programs as outlined by the Australian Diabetes Educators Association (ADEA).
10. Maintain professional standards in accordance with the ADEA's National Core Competency for Credentialed Diabetes Educators, National Standards of Practice for Diabetes Educators and National Standards for Diabetes Education Programs.
11. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
12. 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.

Key Accountabilities and Responsibilities:

The Clinical Nurse Specialist - Diabetes operates within a multidisciplinary team environment and is responsible to, and receives broad direction from, the Nurse Unit Manager - Diabetes Centre.

The incumbent will be responsible for:

- Providing specialist nursing care and education to clients and their families/carers.
- Coordinating and providing specialised nursing care to enable the delivery of a safe, quality service to clients across the acute, sub-acute and primary health care continuum.
- Providing specialist advice and support to clients, health professionals and other internal and external stakeholders.
- Practicing in accordance with the Nursing and Midwifery Board of Australia's registration and ADEA Credentialing requirements, educational preparation, relevant legislation, standards and codes and context of care.
- Maintaining a safe environment for internal and external customers by ensuring compliance with workplace safety requirements.
- Recognising and maintaining own professional development needs as well as contributing to performance development for other staff.
- Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

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
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Highly developed contemporary knowledge and skills in chronic disease and self-care management practices with recent clinical experience, or demonstrated interest, in diabetes management.
2. Demonstrated advanced interpersonal skills, including written and verbal communication skills, with the demonstrated ability to develop and maintain productive relationships with people with diabetes and their caregivers, work effectively as a member of an interdisciplinary team and act as a preceptor to members of the team.
3. Highly developed negotiation and conflict resolution skills with the ability to prevent and manage conflict.
4. Demonstrated ability to contribute effectively to the development and evaluation of services provided, and the review of clinical practice policy, procedure and protocols.
5. Demonstrated knowledge and experience in the application of educational principles and practice (paediatric and/or adult learning approaches) with the ability to plan, implement, deliver and evaluate education sessions.
6. Demonstrated effective organisational skills with the ability to problem solve and apply principles of clinical risk management and quality improvement to the clinical setting.
7. Demonstrated understanding of safety and quality improvement and research processes, and their application in the clinical environment.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles | Tasmanian Department of Health](#).