

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Psychiatric Consult Liaison
Position Number:	523032
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Services Clinical Liaison Service
Position Type:	Permanent, Full Time
Location:	North West
Reports to:	Director of Nursing - Mental Health Services (N/NW)
Effective Date:	May 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse and possess specialist tertiary graduate, or post graduate mental health/psychiatric nursing qualifications; or completed, prior to the transfer of nurse education to the tertiary sector, an accredited hospital-based program that led to registration as a psychiatric nurse by the relevant nurse regulatory authority within Australia, New Zealand, Canada, or the United Kingdom</p> <p>Current Tasmanian Working with Children Registration</p> <p>Current Driver's Licence</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:** Credentialed as a Mental Health Nurse by the Australian College of Mental Health Nurses or equivalent
- Holds, or is working towards, relevant tertiary qualifications
- Relevant experience and certification in Non-violent Crisis Intervention

Position Features: Travel between sites is a requirement of this role

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:

The Clinical Nurse Specialist - Psychiatric Consult Liaison is based at Community Mental Health Service in Burnie and reaches into all clinical areas of the North West Regional Hospital (NWRH) in collaboration with the Crisis and Assessment Team (CATT), the Spencer Clinic Inpatient Unit, and in liaison with community service providers and relevant services within Statewide Mental Health Services (SMHS), to deliver improved outcomes for individuals presenting with mental illness.

The Clinical Nurse Specialist - Psychiatric Consult Liaison is a clinical expert who acts as a clinical resource for all clinical departments, nursing, medical and allied health staff involved in the management of patients with mental health concerns, including those with concurrent alcohol or drug use issues.

Duties:

1. Provide discipline specific clinical expertise, supportive advice and clinical care across the clinical areas of the NWRH, based on best practice principles and legal and professional requirements and using specialist assessment and screening tools, to deliver improved outcomes for patients presenting with mental health concerns and/or addiction related comorbidities.
2. Provide treatment recommendations and specialist support to medical, nursing and allied health staff and assist with clinical decision making, and planning, implementation and evaluation of care given to mental health patients across the hospital setting, to facilitate a person-centred and recovery focussed approach.
3. Facilitate access to a range of appropriate community and inpatient services to ensure patients receive the right support in the right place and at the right time, including the provision of comprehensive handovers and the coordination of quality and safe transfer/discharge processes.
4. Develop and maintain effective working relationships with a range of key internal and external stakeholders, including child and adolescent, adult and older persons mental health services, community and inpatient mental health services, alcohol and drug services, forensic mental health services and the community sector.
5. Deliver ongoing education, guidance and support for nursing and medical staff at the NWRH in relation to mental health and the management of comorbidity, including legislation pertaining to seclusion and restraint under the Mental Health Act (2013) and the Guardianship and Administration Act (1995).
6. Undertake the role of a Mental Health Officer under the *Mental Health Act 2013*.
7. Establish a working relationship with inpatient wards and bed management to assist in the day-to-day care and management of patients who have underlying mental health diagnoses to support the patients' mental health needs during medical/surgical admissions. This may include the identification of concerns which would benefit from follow up patient care by referral to community mental health services where required.

8. Provide education and awareness for identified staffing groups in the implementation of Code Black de-escalation within clinical environments.
9. Undertake quality improvement activities which includes participating in the review, development and implementation of policies, procedures and clinical protocols related to Psychiatric Consult Liaison nursing.
10. Demonstrate a commitment to ongoing professional development including participation in planning and performance development.
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 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 - Psychiatric Consult Liaison receives day to day support, supervision and guidance from the Director of Nursing - Mental Health Services (N/NW) and:

- Works with a high level of autonomy at the unit level and is responsible for the efficient and effective assessment of individuals presenting to all clinical areas with mental health problems and comorbidity issues, including adolescents and older persons. Assessments will include mental state examination, risk assessments and basic alcohol and drug screening.
- Provides specialist nursing care and education to patients and their families and authoritative advice on treatment and escalation of care to other health professionals.
- Works to reduce Emergency Department (ED) waiting times and admissions to all mental health inpatient units through the identification, negotiation and initiation of alternative, appropriate and safe community-based supports.
- Liaises with relevant services within and beyond the NWRH, including the CATT Consultant Psychiatrist, the acute and high dependency sections of Spencer clinic inpatient unit, Community Mental Health teams, Alcohol and Drug Services, the Mental Health Help Line or equivalent, and Forensic Mental Health to facilitate admission or discharge home from ED or other clinical areas with appropriate community follow up.
- Assesses general patients across all clinical areas who may be experiencing underlying mental health difficulties in association with their presenting complaint as internally referred by other clinical area staff and provides support/de-escalation to other clinical area presentations as required.
- Attends relevant meetings pertinent to the psychiatric liaison nurse role as required.
- Responsible for own practice within professional guidelines and for intervention in instances of unsafe, illegal or unprofessional conduct.
- Expected to actively participate in relevant ongoing professional development activities.
- Responsible for initiating and facilitating the use of Quality Improvement activities to ensure clinical standards are maintained and services provided, including consulting with relevant SMHS staff regarding Quality Assurance activity requirements.

- 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
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated high level skills, knowledge and clinical expertise in Mental Health nursing in the acute setting, preferably at least five years post graduate clinical nursing experience.
2. Demonstrated advanced written and oral communication, liaison, interpersonal and counselling skills within a multidisciplinary team environment, including the ability to function confidently and negotiate recommendations for patient care across a wide range of stakeholder groups.
3. Comprehensive knowledge and understanding of relevant legislation and documentation, including the Mental Health Act (2013), Right to Information Act, Work Health and Safety legislation, relevant statutory requirements and departmental policies and procedures.
4. Demonstrated ability to problem solve and apply principles of clinical risk management, quality improvement and professional practice to the clinical setting, together with demonstrated motivation to achieve desired outcomes in clinical setting with limited supervision.
5. Demonstrated ability to de-escalate patients, participate in volatile situations as required and restrain, seclude and detain persons appropriately within legal frameworks, policies and protocols (e.g., *Mental Health Act 2013, Guardian and Administration Act 1995*).

6. Sound and contemporary understanding of the broad range of child and adolescent, adult and older persons community based mental health and comorbidity supports available in the region or an ability to quickly acquire this knowledge.
7. Demonstrated ability to contribute to the development and evaluation of services provided, including the review of clinical practice policy, procedure and protocols and the implementation of quality improvement activities and research findings.
8. Demonstrated commitment to professional improvement through ongoing personal professional development and continuing education.

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 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](#).