

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Consultation Liaison
Position Number:	522413
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Services Alcohol and Drug Service
Position Type:	Permanent, Full Time/Part Time
Location:	North
Reports to:	Alcohol & Drug Service Team Leader
Effective Date:	June 2017
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse</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>A minimum of 3 years post graduate clinical experience in the context of an alcohol and other drug service</p> <p>Holds or is working towards a tertiary qualification in the alcohol and/or other drugs field</p> <p>Current Driver's Licence</p>

Position Features: Based within the Northern Region at multiple sites as required including the Alcohol and Drug Service, hospitals and the community sector

Travel is necessary mainly within the Northern region, other statewide travel may be required

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 primary role of the Clinical Nurse Consultant - Consultation Liaison is to:

- Provide a specialist consultancy service providing authoritative expertise in the provision of clinical advice to acute care treatment teams/settings, general practitioners and other community health providers who have patients with complex alcohol and drug issues.
- Promote a patient centred, evidence-based practice and a multi-disciplinary approach to working with patients who have alcohol and drug use and/or related conditions.
- Develop partnerships and collaborative working relationships between providers to ensure optimum treatment and management outcomes for patients, including specialist ATOD and hospital medical staff, nursing and allied health staff, general practitioners and community sector services.

Duties:

1. Work with Alcohol and Drug Services (ADS), acute care staff and community sector providers to assist in the implementation of protocols, national standards, tools and practices for use within the ATOD and by non-ATOD specialist professionals, such as screening and brief intervention tools.
2. Establish, maintain and promote referral pathways to and from acute care and community settings to the Consultation Liaison Service.
3. Receive and respond to consultation referrals from hospital medical, nursing and allied health staff in relation to patients attending the Emergency Department and/or admitted to the hospital wards.
4. Liaise with and provide a consultative service to general practitioners, other professionals and personnel within the Agency, government departments, community sector organisations and private providers.
5. Provide specialist ATOD clinical consultation to hospital staff, general practitioners and other community health providers including assessment, support, advice and recommendations, in consultation with ADS medical staff and other health care professionals as appropriate.
6. Provide interventions to referred patients, including personalised feedback, advice and information, aiming to elicit a change in their alcohol and other drug taking behaviours, to encourage greater take-up of specialist community-based treatment services, where appropriate and to avert future hospital attendances/admissions/readmissions.
7. Provide case management to allocated AOD clients of the ADS North, particularly those who benefit from continuity of care/shared care (e.g. community GP) such as when referred for external treatment such as withdrawal/residential rehabilitation.

8. Contribute to the development and review the management of treatment in acute and community settings in accordance with relevant guidelines including the Tasmanian Opioid Pharmacotherapy Program Policy and Clinical Practice Standards (TOPP) for the management of patients including medication and behavioural management for ATOD related issues.
9. Make appropriate referrals to community-based treatment services for longer term interventions, including structured treatment and counselling, and proactively support patients to take up these services.
10. Provide advice and recommendations to treating teams and other clinicians including pain specialists, regarding opioid dependence as it intersects with acute and chronic pain management, identifying prescribing practices which may lead to dependence and the formulation of discharge plans including medication management which address and alleviate the potential for prolonged opioid benzodiazepine use leading to dependence. Discharge plans should be communicated to the patient and their general practitioner.
11. Provide shared care as appropriate in partnership with mental health services for patients with comorbid alcohol and drug and other health issues.
12. Develop the capacity of staff in both the acute and primary health care settings to identify and manage complex alcohol and other drug issues and provide brief interventions by:
 - Providing on the job opportunistic learning for members of the treating hospital team and primary providers during intervention activities such as assessment and the communication of management and treatment options and recommendations.
 - Developing, planning, coordinating, conducting and evaluating education and training sessions in collaboration with ADS medical staff as appropriate, to support hospital staff to acquire the necessary non-specialist skills and knowledge to undertake alcohol and other drug screening, identify hazardous, harmful and dependent users and deliver interventions for patients with alcohol and other drug problems.
13. Participate in multi-disciplinary team meetings and case discussions in acute and community settings, promoting awareness and understanding of alcohol and other drug issues and the Consultation Liaison Service.
14. 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.
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.

Key Accountabilities and Responsibilities:

- The scope of practice is defined by the competency standards and regulatory requirements as approved by the Nursing and Midwifery Board of Australia.
- The occupant of this position works with a significant degree of autonomy and independent decision-making to provide authoritative expertise in the provision of specialist ATOD clinical advice and interventions. Professional and clinical support will be provided by an experienced ATOD nurse. Specialist medical direction and support will be provided by the Addiction Medicine Specialist.

- Participate in clinical and operational supervision in accordance with Agency policy and use clinical judgement to seek more specific direction, support and advice provided by the ADS medical team in complex cases and those requiring ADS medical team input and management.
- Accepts accountability and responsibility for the provision of a high level of clinical advice, guidance and support to health professionals and other workers on the management of alcohol and other drug issues.
- Responsible for recognising and maintaining one's own professional development needs in order to maintain a sound understanding of contemporary developments, to identify emerging trends and to maintain a network of peers and specialists in the field of ATOD.
- Responsible for being aware of all policies, procedures, clinical guidelines and legislation affecting the duties of this position, including statements of consumer rights and responsibilities adopted by the service, and a general awareness of legislation, including Work Health and Safety (WH&S), Equal Employment Opportunity and Anti-Discrimination. Maintains a working understanding of the and the Tasmanian Opioid Pharmacotherapy Program Policy and Clinical Practice and Guidelines and components of other such acts that routinely impact their work.
- Accountable for data collection as appropriate, reporting requirements, client records and documentation within professional, Agency, program and legal requirements.
- 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. Demonstrated highly developed clinical expertise and clinical leadership abilities, knowledge and skill with advanced competence in evidence-based practice and interventions in the speciality area of alcohol and other drugs including the identification of ATOD issues, and the assessment and clinical management of issues including opioid pharmacotherapy, withdrawal, dependence and mental health comorbidity.
2. A minimum of 3 years full time equivalent post graduate experience in the area of specialist Alcohol and Drug services.
3. Demonstrated ability to deliver high level expert liaison and consultancy services to other health professionals with minimal supervision with a significant degree of independent decision-making to develop service delivery options and provide authoritative expertise in the provision of clinical advice and interventions in highly complex cases.
4. A high level of knowledge and skill in opioid dependence assessment and treatment, including advising on safe induction and maintenance on the Opioid Pharmacotherapy Program in the context of relevant medical, mental health and social histories.
5. Demonstrated ability to work collaboratively to develop and lead the implementation of specialist alcohol and other drug clinical strategy, policy, protocol and procedures for application within both the acute and primary health settings.
6. Demonstrated ability to maximise collaborative and productive relationships with hospital staff including medical, pharmacy, nursing and allied health staff, clinical and executive management, specialist ATOD staff, the community sector and general practitioners.
7. Demonstrated high level interpersonal skills and excellent written and verbal communication skills, including the ability to confidently communicate expert advice within a multi-disciplinary team and formulate recommendations,
8. Demonstrated ability and experience in leading and motivating generalist health workers in the development of ATOD clinical capacity by planning, providing and evaluating specialist ATOD clinical education and training sessions with the ability to delivery on-the-job opportunistic training and mentoring during consultation and liaison activities.

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](#).