

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - CAMHS
Position Number:	Generic
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 Child and Adolescents Mental Health Services (CAMHS)
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North West
Reports to:	Nurse Unit Manager and/or Team Leader
Effective Date:	March 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>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 leads to registration as a psychiatric nurse by the relevant nurse regulatory authority within Australia, New Zealand, Canada or the United Kingdom</p> <p>Current Working with Children Registration</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>Current Driver's Licence</p> <p>Holds or is working towards tertiary qualifications in Child and Adolescent Mental Health Care</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:

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 will:

- Undertake the delivery of specialist services to clients of Child and Adolescents Mental Health Services (CAMHS) based on best practice principles and within a collaborative and multidisciplinary framework and promotes community awareness in relation to mental health.
- Provide clinical leadership and expert knowledge in all aspects of primary health care, utilising an advanced clinical practice framework for the management of clients with complex mental health needs within the designated area of practice.
- Develop, implement, coordinate and evaluate programs and activities to improve client outcomes within the multidisciplinary team.

Duties:

1. Undertake the provision of specialist mental health assessment and case management of children and adolescents up to the age of 18 years, using recognised assessment methods and evidence-based interventions and if necessary, refer clients to appropriate agencies.
2. Develop, monitor and evaluate clinical outcome measures, manage complex clinical issues and make recommendations on matters relating to the areas of clinical specialty.
3. Participate in the multidisciplinary team review of current clients, including supporting staff in the development, monitoring and evaluation of clinical outcome measures.
4. As an active team member, contribute to team development and initiatives.
5. Establish effective, collaborative, and professional relationships with clients, the health care team, and other stakeholders to optimise outcomes for patients and their families.
6. Keep appropriate records of assessments, interventions and specialised reports, and maintain statistical records for the OARS¹ system.
7. Provide community education and mental health promotion programs and activities as required.
8. Develop clinical practice guidelines, policies and procedures in consultation with Nurse Unit Managers and/or Team Leaders.
9. Maintain a safe environment for clients, staff and visitors consistent with Work Health and Safety legislation and guidelines.
10. Develop, implement and evaluate clinical risk management and quality improvement activities for consumers in consultation with the Nurse Unit Manager/Team Leader.
11. Identify the clinical learning needs of staff and develop, implement and review strategies to address those needs.
12. Undertake clinical supervision of community nurses and precept student nurses within the workplace.
13. Contribute flexibly, creatively and innovatively to quality improvement activities and research within a nursing practice framework, leading to improvements in health and healthcare delivery and minimising clinical risks, and promote a culture supporting action-based research and the application of evidence-based research in the practice setting.

¹ Outcome Assessment Review System

14. 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 is an advanced role that provides specialist nursing care and education to patients and their families, and clinical leadership to other members of the multidisciplinary team.
- Required, at all times, to practice in accordance with all relevant legislation, standards, codes and guidelines for Registered Nurses and accountable for maintaining a skilled and professional standard of care.
- Responsible for being aware of all policies, procedures 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, Equal Employment Opportunity and Anti-Discrimination legislation and guidelines.
- Act as an Authorised Officer under the Mental Health Act.
- Responsible for recognising and maintaining one's own professional development.
- Maintains knowledge of contemporary evidenced-based practice.
- Support and direction administratively provided by the Site Manager and professional support provided by the Nurse Unit Manager/Team Leader.
- 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.
- 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.

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:

- I. 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. Extensive experience and demonstrated specialist level knowledge of mental health nursing and an understanding of mental health issues in relation to children, adolescents and their families or a demonstrated ability to acquire this understanding.
2. A thorough understanding and application of relevant legal requirements, legislation, statutory requirements, departmental procedures and policies and professional practice standards.
3. Proven ability to provide a range of assessments and therapeutic interventions relevant for children, adolescents and families accessing services and the ability to acquire further expertise in this area.
4. Demonstrated experience and knowledge of other services and agencies in the context of providing specialist mental health assessment, advice and training.
5. Well-developed interpersonal skills, including written and oral communication, negotiation and conflict resolution skills, and the proven ability to act as a clinical resource and work constructively as part of a multidisciplinary team and to liaise and consult effectively with stakeholders and other service providers.
6. Ability to apply the principles of clinical risk management, quality improvement, nursing research, performance monitoring and evaluation strategies relevant to the clinical area.
7. Demonstrated ability to precept nurses, undergraduate and postgraduate student nurses, conduct orientation and develop, implement and evaluate professional development, educational and training 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 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](#).