



ROLE DESCRIPTION

Role Title:	Nurse Consultant HIV Liaison
Classification Code:	Registered Nurse Level 3
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network
Hospital/ Service/ Cluster	Royal Adelaide / Queen Elizabeth
Division:	Specialty Medicine 2
Department/Section / Unit/ Ward:	Infectious Diseases
Role reports to:	Nurse Lead, Specialty Medicine 2
Role Created/ Reviewed Date:	April 2022/ August 2024
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> General Probity (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

Employees classified at this level provide clinical nursing expertise for specified individual patients/ clients and populations, and provide clinical leadership in an area of practice, and may work in a variety of clinical settings. Employees classified at this level are experts within their area and stream of practice and have a significant degree of autonomy and decision making. The Nurse Consultant HIV Liaison provides nursing care to clients living with HIV who are linked to CALHN Infectious Diseases Unit, including those newly diagnosed with HIV and those who are long standing people living with HIV (PLHIV). The Nurse Consultant provides expert care coordination and case management to clients living with HIV who have difficulty managing their chronic illness independently. The role provides support and education to inpatient clinical teams caring for PLHIV who may be hospitalised for varied reasons, enduring adherence to medicines to optimise treatment goals.

Various practice models may be used to enact this role, including but not limited to:

- Primarily providing direct nursing care, case management and care coordination;
- Providing clinical education and leadership to nurses/ midwives to enable them to provide quality care;

Employees in this role accept accountability for their nursing practice, the outcomes of nursing practices for the specific patient/client group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

Direct Reports:

> Nil

Key Relationships/ Interactions:

Internal

- > Maintains close collaborative working relationships with all level 3 and level 4 Nurses across the Infectious Diseases services to provide coordinated care for clients living with HIV who may have other care needs.
- > Maintains cooperative and productive working relationships within all members of the health care team including active participation in multi-disciplinary complex care reviews, taking the lead role in care coordination of the most complex patients within the service.
- > Supports and works collaboratively with less experienced members of the nursing/ midwifery team.

External

- > Maintains effective and collaborative working relationships with non-government organisations or other government organisations/agencies who provide services to clients living with HIV to optimise care coordination and positive client outcomes [These may include but not limited to: Royal District Nursing Service, SA Dental Service, MOSAIC Counselling, SA Prison Health Service, SAMESH, GPs caring for people living with HIV, Aboriginal Controlled Health Services].

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping professionally up to date with relevant research, technological advances and models of care and adapting current ways of working to incorporate new contemporary evidence.
- > Working appropriately and in a culturally respectful way with youth, women and their families where there may be multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Working collaboratively within the multidisciplinary team and across organisational programs/sites and promotes communication processes to enable best client outcomes.

Delegations:

> As per the CALHN Delegations instrument

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

*NB Reference to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010*
- > *Mental Health Act 2009 (SA)* and Regulations
- > *Controlled Substances Act 1984 (SA)* and Regulations
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- > SA Health/LHN/SAAS policies, procedures and standards

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Special Conditions:

- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > **Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.**
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have the satisfactory Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCC must be renewed every 5 years from the date of issue; and for "Approved Aged Care Provider Positions" every 3 years from the date of issue as required by the *Accountability Principles 2014* issued pursuant to the Aged care Act 1997 (Cth).
- > For appointment in a *Prescribed Position* under the *Child Safety (Prohibited Persons Act (2016))*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/ indirect patient/ client care	<ul style="list-style-type: none"> > Integrate contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that is expected at this level e.g., expert clinical knowledge underpins and informs their ability to support, lead and/or provide expert clinical care to improve and optimise nursing care. > Provide direct, expert clinical nursing care, select, and implement different therapeutic interventions, provide individual case management to a defined population of patients/ clients, and evaluate progress. > Contribute expert nursing assessment and advice to local clinical teams to achieve integrated nursing/midwifery care within a risk management framework. > Undertake the nursing care role with a significant degree of independent clinical decision making in personal expertise. > Be required in a multidisciplinary primary health care setting to apply nursing expertise to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate patient/client progress. > Effective complex discharge planning / hospital avoidance through the provision of education, access to equipment and referral to other agencies or services to optimise care at home. > Patient outcomes will be measured by: <ul style="list-style-type: none"> o Adherence to personalised antiretroviral medicines schedule as evidenced by detectable viral load o Connection to care as evidenced by attendance at in person or virtual clinical reviews o Connection to care as evidenced by surveillance for other health concerns/ conditions related to HIV status and adherence to other treatment recommendations o No interruption to HIV treatment when admitted to hospital for non-HIV specific health concerns/ conditions o Positive patient experience in receiving treatment and support through nursing care offered
Support of health service systems	<ul style="list-style-type: none"> > Use available information systems: to inform decision making, to implement and co-ordinate processes for quality improvement, to monitor and analyse incidents and accidents, to ensure quality and safety is not compromised, to evaluate outcomes and convey information to staff. > Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise. > Management of resources with due diligence. > Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing/midwifery professional practice frameworks. > Identifying hazards, assessing risks, and implementing, monitoring and maintaining hazard control measures. > Maintain productive working relationships and manage conflict resolution. > Contribute to the development and sustainability of nursing/midwifery skills for the needs of people living with HIV using systems of resource and standards promulgation. > Contribute specific expertise to nursing/midwifery practice through clinical protocol and standards development.

Education	<ul style="list-style-type: none"> > Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role. > Ensure mechanisms are in place to support ongoing education where work and learning are integrated. > Apply and share expert clinical knowledge to improve patient/client care outcomes. > Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching.
Research	<ul style="list-style-type: none"> > Contribute specific expertise to monitor and evaluate research activities in order to improve nursing or midwifery practice and service delivery; > Establishing, implementing and evaluating systems, which ensure best practice/evidence and client outcomes; > Applies evidenced based recommendations to improve practice and service function; > Contribute to clinical practice research.
Professional leadership	<ul style="list-style-type: none"> > Provides leadership and direction, acts a role model, mentor, consultant and resource person; > Lead nursing clinical practice within the professional practice framework established by the Director of Nursing > Contribute to the redesign of care and treatment practices.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate. **OR**
- > Registered or eligible for registration as a Nurse/Midwife with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills:

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team as an active participant.
- > Ability to prioritise workload and meet set timelines balanced with client expectations.
- > Demonstrated ability to foster a workplace environment that develops staff potential.
- > Proven ability for flexibility, innovation, and creativity within the whole of service setting.
- > Demonstrated ability in the leadership and facilitation of change management.
- > Demonstrated ability in leading and promoting consumer engagement initiatives

Experience

- > Registered Nurse with at least 3 years post registration experience in a relevant area of clinical practice.
- > Demonstrated competence in nursing practice in accordance with the relevant standards including demonstration of contemporary knowledge, clinical assessment, care coordination and case management experience of people living with HIV or other Blood Borne Viruses or Infectious Diseases
- > Demonstrated experience in working with people who may be considered vulnerable by way of socio-economic factors or mental ill-health, have trouble accessing mainstream health care services, are from a culturally or linguistically diverse background and/ or identify as LGTBQI+.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards
- > Knowledge of Australian National Safety and Quality and Safety Health Service Standards
- > Knowledge of contemporary professional nursing and or midwifery and health care issues.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Where applicable, qualifications or evidence of specific education relevant to the practice setting.
- > Tertiary qualifications (or working towards) in nursing or human services related discipline (Graduate Diploma or Master level)

Personal Abilities/Aptitudes/Skills:

- > Skills in using Electronic Medical Record systems and other information technology software relevant to the area of practice.
- > Ability to analyse complex clinical data and incorporate relevant findings into clinical practice and/ or policy development.
- > Ability to undertake presentations to community and professional groups.

Experience

- > Experience with quality improvement methodologies for clinical activities
- > Experience in evaluating the results of nursing and or Midwifery research and integrating, where relevant, the results into nursing and/ or midwifery practice.
- > Experience in clinical management and leadership roles.

Knowledge

Knowledge of the South Australian Public Health System.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- Repatriation Health Precinct
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high quality patient care is our number one priority, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges.

The Infectious Diseases Unit provides inpatient, outpatient and ambulatory services for patients who have been diagnosed with, or who are at risk of, an infectious disease. The service provides state-wide specialist support for people living outside the CALHN catchment. The Infectious Diseases workforce is committed to, and guided by the CALHN Vision, mission and values, and strategic ambition.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name: Suzanne Foot

Role Title: Nurse Lead, Specialty Medicine 2

Signature:



Date: 30 August 2024

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: