

DEPARTMENT OF HEALTH

# Statement of Duties

|                                |   |
|--------------------------------|---|
| <b>Position Title:</b>         | Clinical Nurse Consultant/Clinical Lead - CAMHS   |
| <b>Position Number:</b>        | Generic   |
| <b>Classification:</b>         | Registered Nurse Grade 6  |
| <b>Award/Agreement:</b>        | Nurses and Midwives (Tasmanian State Service) Award   |
| <b>Group/Section:</b>          | Community Mental Health and Wellbeing – Statewide Mental Health Services<br>Child and Adolescent Mental Health Services (CAMHS)   |
| <b>Position Type:</b>          | Permanent, Full Time  |
| <b>Location:</b>               | South, North, North West  |
| <b>Reports to:</b>             | Team Leader/Nurse Manager   |
| <b>Effective Date:</b>         | June 2023   |
| <b>Check Type:</b>             | Annulled  |
| <b>Check Frequency:</b>        | Pre-employment and Recurrent  |
| <b>Essential Requirements:</b> | <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 qualification; or completed, prior to the transfer of nurse education to the tertiary sector, an accredited hospital based program that lead 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/licenses 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/licenses remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/license is revoked, cancelled or has its conditions altered.</i></p> |

**Desirable Requirements:** A minimum of 3 years current post graduate experience in child, adolescent and/or youth mental health or relevant field

Training in relevant and appropriate evidence-based therapeutic interventions that are developmentally appropriate such as Cognitive Behaviour Therapy (CBT) Dialectical Behaviour Therapy (DBT), Family Therapy or Acceptance and Commitment Therapy (ACT)

Current Driver's License.

*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 a senior member of a designated CAMHS program Multidisciplinary Team, the Clinical Lead:

- Contributes to the establishment, operationalization, delivery, and continuing improvement of a contemporary and integrated model of care for a designated specific CAMHS program, for children, adolescents and/or young people who are experiencing/at risk of mental health difficulties.
- Provides leadership and contribute to strategic management, clinical decision making and sound clinical governance within the designated CAMHS program Multidisciplinary Team.
- Acts as a consultant to other health professionals, other Statewide Mental Health Services staff, and Agencies in respect to the assessment and management of CAMHS clients with mental health issues/concerns.
- Contributes to the effective management of specified human and physical resources by participation in recruitment, orientation, supervision, and performance review across the service.
- Maintains and demonstrates high level of professional knowledge and clinical skills to ensure continued competency and professional growth in the role.
- Participates in the review of service delivery.

## Duties:

1. Actively contribute to the clinical leadership and management of a designated multidisciplinary CAMHS program Team to ensure the provision of a high quality, comprehensive, specialist mental health service to a designated population group within the state.
2. Provide clinical expertise and advice to the program Team Leader and relevant senior staff to optimise service operations and strategic development.
3. Support the Team Leader by assuming a lead role in the oversight of designated clinical processes associated with the optimal operation of the Team, including rostering, crisis response, emergency department presentations, review and discharge, assertive follow up, and general team coordination.
4. Undertake the line and performance management of a designated group of staff.
5. Undertake comprehensive assessments, including the use of a range of validated and endorsed tools as appropriate and develop appropriate treatment plans with the multidisciplinary team.

6. Lead and participate in clinical service delivery as appropriate or delegated, which may include carrying a caseload, facilitating groups, providing consultation and liaison services and/or other evidence-based treatment approaches.
7. Promote compliance with the complete and timely collection of clinical data and designated Key Performance Indicators to accurately reflect service performance.
8. As a senior member of CAMHS participate in the on-going development, implementation and evaluation of relevant mental health policies and procedures, including ensuring the active involvement of and consultation with key local stakeholders.
9. Undertake a pro-active role in developing effective partnerships with local internal and external stakeholders, including consumer and carer groups, other health, education and wellbeing services, community sector organisations and primary health service providers.
10. Work with the Team Leader to ensure that professional supervision, mentoring, and support are available to staff as required.
11. Accept constructive feedback, maintain professional skills under pressure and adopt a solutions approach to issues and obstacles.
12. Inspire a positive attitude towards work, value the diversity of the team and support others to succeed. In providing direction within the work environment negotiate and influence to enable harmony and productivity.
13. Lead and coordinate projects, programs and/or research that improve health care services for designated client group.
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:

Under the direction of the Team Leader/Nurse Manager the Clinical Lead:

- Is operationally and clinically accountable to the Team Leader in consultation with the relevant Consultant Psychiatrist.
- Receives professional guidance and support from the Team Leader in consultation with the Consultant Psychiatrist.
- Is responsible for maintaining one's own professional development and for supporting the professional development of others.
- Is required to work independently and to exercise considerable initiative and professional judgement with autonomy in matters relating to both the clinical and day to day coordination of the specified CAMHS team.
- Is responsible for providing authoritative advice and recommendations to the Team Leader and Consultant Psychiatrist in relation to the effectiveness of clinical service delivery and health care outcomes for the specific CAMHS Multidisciplinary Team.

- Champions 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, exercises 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.
- Complies 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 leadership skills and proven ability to manage and coordinate the clinical activities of a multidisciplinary mental health service with the ability to assist the Team Leader in relation to the effective management of human and physical resources, which also includes the provision of supervision and support to other staff as required.
2. A comprehensive knowledge of contemporary approaches to child/adolescent and/or youth mental health services, together with extensive experience working as a senior health professional in relevant clinical practice settings.
3. Proven ability to actively and effectively contribute to quality improvement and safety processes at the individual service level.
4. Proven high level interpersonal skills including oral and written communication, negotiation, conflict resolution and decision making, together with the ability to develop comprehensive oral and written reports.
5. Proven capacity to develop and maintain partnerships and collaborative care models with a broad range of key local stakeholders.

6. Comprehensive understanding of legal requirements and the implementation of legislation as it applies to child, adolescent, and/or youth mental health care including the Mental Health Act, the Children, Young Persons and their Families Act, Work Health and Safety legislation and Workplace Diversity Guidelines.

## 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](#).