

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Ward 5D
Position Number:	522478
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West – Launceston General Hospital
Position Type:	Permanent, Full Time
Location:	North
Reports to:	Nurse Unit Manager (NUM) - Ward 5D
Effective Date:	June 2020
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>Relevant post graduate qualifications in acute medical and oncology nursing</p> <p>Competency in cytotoxic drug administration and Aria MedOncology system use</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:

The Clinical Nurse Consultant (CNC) - Ward 5D provides clinical leadership and direction to the nursing team to improve the quality and continuity of care and support provided to patients diagnosed with an acute medical condition and/or cancer throughout their patient journey.

The CNC - Ward 5D provides a pivotal contact point to ensure continuity of care for people diagnosed with an acute medical condition and/or cancer throughout their patient journey. The position provides authoritative clinical expert advice to support the patient's care from diagnosis through treatment and discharge from hospital back to the community, and is an integral part of the interdisciplinary team.

The CNC - Ward 5D adapts practice providing advice, appropriate clinical interventions and consumer advocacy according to the specific and changing needs of individuals, taking into account their multiple health concerns and preferences for care. The CNC - Ward 5D facilitates continuity of care between different phases of the patient journey, care settings, care plans and providers and continues to support a strong professional link with Holman Clinic staff to facilitate specialised care for Ward 5D Oncology patients.

The CNC - Ward 5D works through the Nurse Unit Manager (NUM) - Ward 5D to:

- Provide a significant degree of autonomy and independent decision making to identify improvements in care coordination and service accessibility and lead and develop the implementation of system changes and process improvements.
- Provide authoritative advice and recommendations to support patient care specific to acute medical and oncology care.
- Develop and implement pathways protocols and guidelines in relation to acute medical and oncology care consistent with the current best practice standards.

Duties:

1. Act as a clinical leader in contemporary nursing practice in the delivery of acute medical and cancer care management through the planning implementation and evaluation of patient management plans, and the provision of staff education and input into patient care from the point of diagnosis, through treatment, rehabilitation, follow up and palliative care, where appropriate.
2. Provide clinical leadership in nursing and to other specialist professionals to ensure the effective functioning of a mutually supportive health care team for the patient journey.
3. Provide authoritative expertise in acute medical and cancer care coordination to identify and implement improvements in care coordination and service accessibility.
4. Communicate effectively with other members of the health care team to lead and facilitate efficient, timely and comprehensive assessment of clients with acute medical illness and/or cancer and their families and/or carers.
5. In consultation with the Nurse Unit Manager (NUM), and members of the interdisciplinary team develop, implement and evaluate quality improvement policy and practice activities and provide authoritative advice and recommendations in relation to the effectiveness of nursing service activities and health outcomes for the service.
6. Provide a direct source of contact for patients and primary care physicians accessing acute medical and cancer care, establishing effective and professional relationships with clients, medical practitioners and other members of the inter-professional health team and stakeholders to optimise outcomes for patients/clients and their families across health sectors.

7. Conduct and participate in quality improvement and clinical research activities and initiate strategies for change in nursing practice specific to acute medical and cancer care, fostering a climate of critical thinking, research and quality improvement to continually develop and implement best practice.
8. Utilise develop and implement clinical guidelines based on best practice principles, within a collaborative and inter-professional framework and in accordance with national standards, Agency directions, policies, legal requirements and professional competencies.
9. Undertake policy review and implementation, and assist with strategy development to meet current and future service priorities and quality improvement safety programs.
10. 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.
11. 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:

In accordance with Agency policy and legal requirements, the CNC - Ward 5D practices autonomously and is responsible to the NUM for the provision of a nurse consultancy service, including the delivery of contemporary evidence-based specialist acute medical and oncology nursing practices, demonstrating advanced and extended practice skills in the assessment, diagnosis, planning, implementation and evaluation of the care of clients. The occupant will:

- Provide expert clinical advice and leadership regarding acute medical and oncology care to within a multidisciplinary team.
- Develop and maintain effective relationships with internal and external service providers, particularly the Holman Clinic, to achieve positive health care outcomes for acute and community-based patients/clients and their families/carers.
- In consultation with the Clinical Nurse Educator - Ward 5D facilitate the development and implementation of educational programs which promote quality acute medical and oncology care standards and principles to support the professional development of staff and improve health care services delivery.
- Lead the development, implementation and evaluation of quality practices, policy and procedure development and research activities in order to improve the body of nursing knowledge.
- Practice within the Australian Nursing and Midwifery Council (ANMC) Professional Code of Conduct, Code of Ethics and competencies for Registered Nurses.
- Work in collaboration with other nurses and health disciplines where required.
- 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. Extensive experience as a registered nurse with demonstrated advanced clinical expertise in contemporary acute medical and oncology nursing care, coordination and management, with awareness and understanding that ensures optimal patient care/outcomes across the health continuum.
2. Highly developed interpersonal skills, including written and oral communication, mediation and conflict resolution skills, together with the proven ability to educate, influence and be credible to a range of health professionals and consumers.
3. Well developed and strong leadership skills with the ability to collaborate effectively within an interdisciplinary team and to consult, refer, liaise and negotiate on complex professional, clinical service and health systems issues.
4. Demonstrated high level problem solving, conceptual and analytical skills with the ability to make independent and collaborative judgments.
5. Demonstrated capacity to undertake research and develop and apply quality improvement principles and strategies in acute medical and oncology care coordination.
6. Demonstrated experience in the development of policies, protocols and procedures in consultation with key stakeholders.

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](#).