

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Palliative Care
Position Number:	502892, 527392
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West – Primary Health Services Palliative Care North West
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North West
Reports to:	Nurse Unit Manager (NUM) - Specialist Palliative Care Service
Effective Date:	July 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse Current Driver's Licence <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>
Desirable Requirements:	Holds or is working towards relevant post graduate tertiary qualifications

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 - Palliative Care provides clinical leadership and direction in planning, implementing and evaluating the provision of palliative care to effectively support the delivery of a community palliative care service provided by the Primary Health North West Area Services. The Clinical Nurse Consultant - Palliative Care is responsible for:

- Providing clinical leadership and specialist clinical advice to nursing, medical and allied health staff including other health care providers and external stakeholders.
- Coordinating community palliative care clinical practices including palliative care assessment and treatment plans, psychosocial support and interventions.
- Leading the development and implementation of clinical protocols, guidelines and service delivery options.

Duties:

1. Coordinate the delivery of client care within the palliative care nursing team in accordance with clinical standards, best practice principles and within an interdisciplinary framework.
2. Working in an interdisciplinary setting provide appropriate clinical consultancy, intervention and support for clients by conducting comprehensive advanced clinical assessment, planning and evaluation of health outcomes with a view to maintaining independence and quality of life.
3. Provide clinical leadership and direction in planning, implementing and evaluating the provision of care utilising an advanced level of interpersonal, problem solving and highly developed communication skills.
4. Utilise a significant degree of independent clinical judgement while applying advanced clinical nursing expertise in the area of palliative care.
5. Responsible as a leader, advisor and mentor for providing leadership and education in best practice in the health care and management of people with life limiting illness.
6. Initiate the review, development and implementation of clinical policy and guidelines to support best practice, acting as a leader in practice and research that contributes to high standards of client care resulting in policy documents that will guide and inform evidence based palliative care management practices.
7. Contribute to organisational planning, development and evaluation of the Palliative Care Service.
8. Lead and participate in nursing quality improvement and clinical research activities in the area of palliative care that will contribute to evidence based research in nursing practice.
9. Maintain professional development through reflective practice, participation in continuous learning activities including networking and engaging with local and national colleagues and by participating in an annual performance development program.
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, safeguarding practices for vulnerable people, 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 Clinical Nurse Consultant - Palliative Care is responsible to the Nurse Unit Manager (NUM) - Specialist Palliative Care Service for the delivery of contemporary evidence-based specialist palliative care nursing practices. The Clinical Nurse Consultant - Palliative Care will:

- Provide expert clinical advice and clinical leadership regarding palliative care to community-based patients, family members, carers and staff within a multidisciplinary team.
- Develop and maintain effective relationships with internal and external service providers to achieve positive health care outcomes for acute and community-based patients/clients and their families/carers.
- Develop and deliver educational programs which promote palliative 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 and palliative care knowledge.
- Practices within the Australian Nursing and Midwifery Council (ANMC) Professional Code of Conduct, Code of Ethics and competencies for Registered Nurses.
- 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
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated advanced level of clinical expertise relevant to consultancy, assessment, case management and care coordination in the management of clients with a life limiting illness
2. Demonstrated ability to maximise productive working relationships with a range of health professional disciplines, and service providers across practice settings.
3. Proven ability to apply contemporary leadership and educational principles to a clinical setting.
4. Demonstrated advanced communication and interpersonal skills, and ability to provide innovative solutions to problems.
5. Demonstrated sound knowledge of legal and ethical requirements, relevant policies and procedures to the practice setting and can demonstrate an awareness of professional issues, which impact on service delivery.
6. Demonstrated ability to undertake quality improvement, workplace safety and research activities and initiate/implement/ advocate change in the practice setting.
7. Ability to work independently with minimal supervision and as a contributing member of a multidisciplinary team in an environment subject to pressure and change.

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 | Tasmanian Department of Health](#).