



## Specialist Dementia Care Unit (SDCU) Nurse Consultant ROLE DESCRIPTION

<b>Role Title:</b>	Nurse Consultant
<b>Classification Code:</b>	Registered Nurse Level 3
<b>LHN/ HN/ SAAS/ DHA:</b>	Central Adelaide Local Health Network
<b>Hospital/ Service/ Cluster</b>	Royal Adelaide Hospital
<b>Division:</b>	Acute & Urgent Care
<b>Department/Section / Unit/ Ward:</b>	Geriatric & Rehabilitation Medicine
<b>Role reports to:</b>	Clinical Practice Director Acute and Urgent Care
<b>Role Created/ Reviewed Date:</b>	15 <sup>th</sup> April 2020
<b>Criminal History Clearance Requirements:</b>	<input checked="" type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
<b>Immunisation Risk Category:</b>	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

## ROLE CONTEXT

### Primary Objective(s) of role:

In the course of fulfilling the role of Nurse Consultant (Level 3), nurses at this level provide clinical nursing expertise and resident / patient management for individual patients presenting with and exhibiting very severe behavioural and psychological symptoms of dementia (Tier 5/6). Employees in this role accept accountability for the outcomes of nursing practice for the Specialist Dementia Care Unit (SDCU) resident/patient group and for addressing inconsistencies between practice and policy.

Various practice models may be used to enact this role, including but not limited to: (choose relevant dot points for the role)

- Primarily providing nursing care;
- Providing clinical leadership to nurses;
- Coordination and leadership of projects and/or programs that contribute clinical expertise to improve resident/patient/client/service outcomes;
- Nurse Practitioner Candidate: Nurses classified at this level are working towards becoming an expert and being able to provide extended practice in their specialist field, within their scope of practice. They develop their capacity for extended practice by increasing their knowledge and skills through ongoing clinical exposure, post graduate qualifications and mentoring, with supervision by an authorised nurse practitioner and/or medical staff.

The essence of the role reflects:

- SA Health's commitment to delivering 'the right care at the right time and in the right place, first time.'
- The key principles of person-centred care, valuing people, autonomy, life experience, understanding relationships and the environment.
- A relationship-centred approach, delivered through collaborative relationships and involving partnership between consumers, carers, nurses and clinicians.
- The 10 Dignity in Care Principles.
- Promoting the highest quality standards and demonstrate evidence based practice (EBP), reflective of
  - SA Department for Health and Wellbeing, Mental Health Services Plan 2020-2025
  - contemporary best-practice dementia care approaches, such as those advocated by Dementia Australia and Dementia Support Australia Brodaty et al. model of service delivery, the 'seven-tiered model of management of BPSD' (Behavioural and Psychological Symptoms of Dementia).

- Ensuring staff education, mentoring and modelling to reduce the impact of severe behaviours on people living with dementia, their carer's and staff.
- Professional development and nursing research with a focus on the care practices of very severe behavioural and psychological symptoms of dementia.

Employees classified at this level are experts within their area and stream of practice and have a significant degree of autonomy and decision making.

### Key Relationships/ Interactions:

#### Internal

- > Reports to the Clinical Practice Director Acute & Urgent Care
- > Maintains close collaborative working relationships with all level 3 and level 4 Nurses.
- > Maintains cooperative and productive working relationships within all members of the multidisciplinary health care team.
- > Supports and works collaboratively with less experienced members of the nursing team.
- > Works closely and collaboratively with the Program Manager, Medical, Nursing and Allied Health Leads – Acute & Urgent Care.
- > Work closely and collaboratively with the SDCU Clinical Review Team,
- > Develops close links with both geriatric and older persons mental health services across the local health networks.
- > Consults and collaborates with Medical, Paramedical and Allied Health Staff and Medical/Nursing staff in ED, Radiology, other wards and rehabilitation medicine where necessary.
- > Role in coordinating the state Clinical Advisory Committee

#### External

Collaborates with Non-government organisations and/or other government organisations/agencies:

- > Uniting Communities has been selected as the site for the state's first Specialist Dementia Care Unit (SDCU) at Aldersgate Residential Aged Care in Felixstow, part of the Central Adelaide Local Health Network (CALHN) catchment area.
  - The Aldersgate SDCU offers eight places of care with an additional ninth bed to be used as a 'bounce back bed' to support transition out.
  - The eligibility assessment for entry to the SDCU is via the Severe Behaviour Response Team (SBRT), with CALHN providing specialist clinical support to the SDCU.
- > Collaborates with other non-government organisations and/or other government organisations/agencies such as Dementia Support Australia and Dementia Australia.
- > Collaborates with General Practice Physicians and other state-wide residential care facility staff.

### 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.
- > Working appropriately and in a culturally respectful way with patients and their families where there are 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 internal and external organisational Programs and promoting communication processes to enable best resident/patient/client outcomes.

### 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's Protection Act 1993 (Cth)* – '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.

**Cultural Commitment:**

CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

**Special Conditions:**

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

- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Criminal Screening and Relevant History screenings must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- > 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.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> <li>&gt; 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.</li> <li>&gt; Provide direct, expert clinical nursing care, select and implement different therapeutic interventions, provide individual case management to a defined population of residents/patients/clients and evaluate progress.</li> <li>&gt; Contribute expert nursing assessment and advice to local clinical teams to achieve integrated nursing care within a risk management framework.</li> <li>&gt; Undertake the nursing care role with a significant degree of independent clinical decision making in the area of personal expertise.</li> <li>&gt; Be required in a multidisciplinary health care setting to apply nursing expertise to assess residents / clients, select and implement different therapeutic interventions and/or support programs and evaluate resident/patient/client progress.</li> <li>&gt; Effective complex admission, transition and discharge planning / hospital avoidance through the provision of education, equipment and referral.</li> </ul>
Support of health service systems	<ul style="list-style-type: none"> <li>&gt; 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.</li> <li>&gt; Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise.</li> <li>&gt; Understand financial requirements for the service and ensure the management of resources with due diligence.</li> <li>&gt; Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing professional practice frameworks.</li> <li>&gt; Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures.</li> <li>&gt; Maintain productive working relationships and manage conflict resolution.</li> <li>&gt; Contribute to the development and sustainability of nursing skills for the needs of the specific population group using systems of resource and standards promulgation.</li> <li>&gt; Contribute specific expertise to nursing/midwifery practice through clinical protocol and standards development.</li> </ul>
Education	<ul style="list-style-type: none"> <li>&gt; 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.</li> <li>&gt; Ensure mechanisms are in place to support ongoing education where work and learning are integrated.</li> <li>&gt; Apply and share expert clinical knowledge to improve patient/client care outcomes.</li> <li>&gt; Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching.</li> </ul>

Research	<ul style="list-style-type: none"> <li>&gt; Contribute specific expertise to monitor and evaluate research activities in order to improve nursing practice and service delivery;</li> <li>&gt; Establishing, implementing and evaluating systems, which ensure best practice/evidence and patient/client outcomes;</li> <li>&gt; Applies evidenced based recommendations to improve practice and service function;</li> <li>&gt; Contribute to clinical practice research.</li> </ul>
Professional leadership	<ul style="list-style-type: none"> <li>&gt; Provides leadership and direction, acts a role model, mentor, consultant and resource person;</li> <li>&gt; Lead nursing clinical practice within a professional practice framework established by the Clinical Practice Director</li> <li>&gt; Contribute to the redesign of care and treatment practices.</li> </ul>

## 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.

#### **Personal Abilities/Aptitudes/Skills:**

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- > The ability to contribute to clinical practice research including the implementation of evidence based practice.
- > Ability to work collaboratively within a multidisciplinary team and to share nursing expertise and knowledge, ensuring the patient remains central to care delivery.
- > Demonstrated ability to support a service by effectively prioritising workload and meeting set timelines.
- > Able to demonstrate flexibility, innovation and creativity within the whole of service setting.
- > Demonstrate an understanding of the resource and financial requirements for the service.
- > Demonstrated ability in the leadership and facilitation of change management.
- > Demonstrated ability in leading and promoting consumer engagement initiatives.
- > Demonstrates competence in exercising levels of judgment, delegation, discretion and decision making in acute and sub-acute nursing care, specifically related to the management and care of people living with dementia / psychiatric conditions / geriatric syndromes and experiencing severe through to extreme behaviours.
- > Demonstrated ability in the operation of various computer software packages and a willingness to learn the databases that are an integral part of patient management and associated projects.

#### **Experience**

- > Registered Nurse with at least 3 years post registration in Geriatrics / Psychiatry / Neurology or evidence of excellence in specialist area.
- > Experience in the supervision of carer staff, students, enrolled nurses and less experienced registered nurses.
- > Experience in sharing clinical expertise and knowledge through leadership, education and training.
- > Demonstrated competence in nursing care specifically related to the management and care of people living with dementia / psychiatric conditions / geriatric syndromes and experiencing severe through to extreme behaviours

#### **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 health care issues.
- > Extensive knowledge and understanding of normal anatomy and physiology and the disease processes related to specialties of dementia, psychiatric conditions and other geriatric syndromes.

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing or human services related discipline (Graduate Diploma or Master level)
- > Completed dementia diploma modules.

### **Personal Abilities/Aptitudes/Skills:**

- > Skills in using computers and software relevant to the area of practice.
- > Ability to analyse complex clinical data in relation to patient care and service delivery.
- > Ability to undertake presentations to community and professional groups.
- > Exhibits understanding of diagnostic testing rationales.

### **Experience**

- > Experience with quality improvement methodologies for clinical activities
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
- > Experience in clinical management and leadership roles.
- > Demonstrates experience in writing policies, procedures and management pathways.

### **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 legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, the six Regional Local Health Network's and SA Ambulance Service.

### 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)
- St Margaret's Rehabilitation Hospital (SMRH)
- 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. Through effective leadership and change management, the plan, which is applicable to all Programs and departments, will be implemented over the next three years.

Comprehensive health care services are provided to manage a diverse range of complex health issues in the area of geriatrics, psychiatry and neurology. The multidisciplinary team work collaboratively to deliver the highest standard of person-centred care and in conjunction with our non-clinical support staff and volunteers, we ensure that we are partnering with patients and their families to provide a safe and supportive health care environment.

We are committed to our community through a partnership approach in delivering healthcare that promotes wellness through illness prevention and proactive treatment of disease.

## 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:**

**Role Title:**

**Signature:**

**Date:**

## 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:**