

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Community Rapid Response Service
Position Number:	524570, 528258
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North West – Primary Health Services
Position Type:	Permanent/Casual, Full Time/Part Time/Casual
Location:	North West
Reports to:	Nurse Unit Manager
Effective Date:	June 2019
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:	Post Graduate qualification in Community Nursing or working towards a relevant postgraduate qualification.
Position Features:	Post Graduate qualification in Community Nursing or working towards a relevant postgraduate qualification.

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 Specialist - Community Rapid Response Service (CNS):

- Is responsible for clinical leadership in the development, provision and evaluation of the Community Rapid Response Service (ComRRS) in the North West (NW) Community Health Nursing Service that ensures optimal patient/client/family and community outcomes, under the supervision of the Nurse Unit Manager, Nurse Practitioner and CNC.
- Provides nursing expertise, case coordination, nursing management and education in the field of chronic/complex care to the ComRRS team, community nurses and to people in their homes, referred to ComRRS.
- Provides expertise and support in the management and care of people with illness, injury or exacerbation of a chronic health condition, within the community.
- In the absence of the Nurse Practitioner and CNC, is responsible for clinical leadership, decision making and care planning, within their scope of practice and experience, and in partnership with the person's General Practitioner (GP).

Duties:

1. Complete prompt initial referral screening to identify and meet rapid response timeframes within which people need to be assessed and treated.
2. Coordinate and deliver advanced clinical nursing care and assessment of patients in their homes in conjunction with members of the ComRRS Team, the person's GP, community pharmacists, other relevant health care professionals and person/family/carer.
3. Provide clinical expertise to identify, define and develop options and recommendations to implement the delivery of complex specialised nursing/health for people in the community or residential care with either an acute illness/injury or acute exacerbation of pre-existing condition that would otherwise require a period of hospitalisation.
4. Provide education and instruction to members of the ComRRS team to improve and facilitate quality outcomes.
5. Provide specialised and individualised care to patients in their homes with exacerbations of complex/chronic conditions, illness or injury and provide clinical supervision and support to Registered Nurses and Health Care Assistants.
6. Participate in relevant committees and working parties to assist with development of the ComRRS delivery model.
7. Ensure ongoing assessment and evaluation of the service and associated guidelines, clinical pathways, protocols and policies, incorporating recommendations from National Standards, evidence-based practice, regulatory bodies and key stakeholders.
8. Maintain appropriate databases and ensure the collection, accuracy an analysis of data and the formulation of recommendations for changes in practice. Evaluate the effectiveness of programs initiate din ComRRS patient care to inform ongoing service development and delivery.
9. 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.

10. 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:

Working under broad direction of the Nurse Unit Manger, the Clinical Nurse Specialist works independently within the multidisciplinary team, initiating, implementing and evaluation high quality nursing care.

This includes:

- Providing nursing care as specified by the Nursing and Midwifery Board of Australia's (NMBA) registration requirements, educational preparation, relevant legislation, standards and codes, and context of care, and is required at all times to practice in accordance with all the relevant standards, codes and guidelines for registered nurses/midwives.
- Being responsible for the provision and coordination of specialist responsive high acuity nursing care in the community.
- Being responsible for recognising and maintaining own professional development needs as well as contributing to performance development for other nursing staff.
- Identifying, defining and developing recommendations to implement the delivery of complex specialised nursing/health care which includes developing new operational guidelines or clinical practices and developing, monitoring and evaluating clinical outcome measures related to ComRRS.
- Being responsible for the efficient use of resources, including government vehicles and equipment.
- Championing 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, exercising 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.
- Complying 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:

- I. 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 clinical knowledge, skills and experience in assessment, care planning and intervention relevant to a hospital avoidance model providing rapid community management of people with injury, illness or exacerbation of chronic/complex health conditions.
2. Excellent interpersonal and communication skills, including electronic, written and verbal, as well as ability to plan and coordinate care in conjunction with General Practitioners, community Pharmacists, other relevant health care professionals and clients/family/carers.
3. Proven ability to work autonomously as well as part of a multidisciplinary team.
4. Demonstrated leadership and organisation skills, including the ability to problem solve, and apply principles of clinical risk management, quality improvement, nursing research and professional practice within a high acuity community rapid response multidisciplinary service.
5. Demonstrated ability to promote a learning culture through provision of team education and clinical decision-making support, as well as own education.

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](#)