

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Mental Health Paediatric Unit
Position Number:	528192
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North West – North West Regional Hospital Women's and Children's Services Stream
Position Type:	Permanent, Full Time
Location:	North West
Reports to:	Nurse Unit Manager
Effective Date:	July 2023
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>Current Working with Children Registration</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>Holds or is working towards relevant post graduate qualifications</p> <p>Previous experience in leadership roles</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 Specialist - Mental Health Acute Paediatric Unit, will be part of a multidisciplinary team delivering person centred, recovery orientated and trauma informed care, in accordance with the National Standards for Mental Health Services, Agency policy, legal requirements and relevant professional competencies.

The Clinical Nurse Specialist is an experienced nurse who, within the defined area of practice:

Works in partnership with the Nurse Unit Manager and the Paediatric Consultant Child and Adolescent Psychiatrist and other senior staff, to ensure the efficient and effective provision of care on a designated shift, based on best practice principles and within a collaborative and multidisciplinary framework.

- Provides responsive community-based mental health care to consumers, which includes triage, comprehensive mental health assessments, assertive, short-term care coordination, safety planning, ongoing psychotherapeutic work using arrange of modalities and techniques, transfer of care / discharge planning, in collaboration with consumers, families and friends, within a Multi-Disciplinary Team (MDT).
- Assists the Nurse Unit Manager and the Consultant Child and Adolescent Psychiatrist with the planning and management of staff and resources on a designated shift and provides leadership as required through the coordination of the day-to-day consumer care activities, including consumer flow.
- Works in collaboration with other staff within the Paediatric Unit and a range of community service providers, to deliver improved outcomes and experiences for individuals presenting with mental health concerns
- Participates in the development and revision of organisational documentation and policies and procedures relating to nursing based best practice and the model of care.

Duties:

1. Deliver acute inpatient-based mental health care coordination to paediatric consumers of the service, which includes comprehensive biopsychosocial assessments, active, therapeutic engagement, monitoring and review of mental state and response to treatments, ongoing psychotherapeutic work using arrange of modalities and techniques, within a Multi-Disciplinary Team (MDT), with focus collaboration with family and carers and trauma informed care.
2. Assist the Nurse Unit Manager and the Consultant Child and Adolescent Psychiatrist with the management and coordination of resources as required.
3. Coordinate consumer centred care delivery and flow.
4. Ensure the maintenance of effective communication channels with internal and external stakeholders to promote consumer care delivery.
5. Provide a high level of clinical knowledge and skill to ensure clinical standards and policies and procedures are met to promote a consumer-focused model of care, according to best practice principles.
6. Assist and support Paediatric senior leaders in the development and maintenance of a strong, collaborative professional team environment which promotes a positive culture and contemporary nursing leadership.
7. Assist the Nurse Unit Manager, and other relevant senior nursing and medical leaders, to review, interpret and implement relevant clinical and/or educational policies, regulations and guidelines to ensure the provision of effective and efficient consumer care and achievement of positive consumer outcomes.

8. Identify and report clinical risks and, in conjunction with the Nurse Unit Manager and Consultant Child and Adolescent Psychiatrist and other relevant team members, assist in supporting the development, implementation and evaluation of mitigation strategies.
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:

Responsible to and receives guidance and support from the Nurse Unit Manager and Consultant Child and Adolescent Psychiatrist of the Paediatric, Women's and Children's Services Stream as required. Clinical supervision will also be made available via Consultant Child and Adolescent Psychiatrist and other senior experienced registered nurses within the overall stream. The Clinical Nurse Specialist is responsible for:

- Practicing within the Australian Nursing and Midwifery Council (ANMC) National Competency Standards and Professional codes of conduct and ethics for registered nurses.
- In collaboration with the MDT, efficient and effective service delivery, optimal use of resources and for initiating, implementing, evaluating, and improving health outcomes
- Identifying key community mental health, community sector and primary health stakeholders specific to the Paediatric Unit and building and maintaining strong, effective working relationships as required.
- 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:

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 clinical experience in the relevant practice area, with the capacity to provide clinical leadership, exercise professional judgement and initiative and work with minimal supervision.
2. Demonstrated ability to understand the business of the unit/service in delivering the best outcomes within available resources, including a demonstrated understanding of patient flow principles and discharge planning in the pursuit of consumer goals within a contemporary healthcare framework.
3. Demonstrated ability to contribute to the evaluation, innovation and development of services provided by the unit/service and the review of clinical practice policy, procedures and protocols.
4. Demonstrated time management and organisational skills, including the ability to prioritise clinical and administrative tasks within a busy environment subject to work pressure and change.
5. Proven commitment to teamwork, together with advanced interpersonal skills, including written and verbal communication, and the ability to lead, manage conflict and work effectively with a multidisciplinary team in the planning and coordination of clinical care for patients.
6. Demonstrated advanced understanding of clinical risk and its implications for practice, including the application of Safety and Quality and Workplace Health and Safety legislation across the clinical setting, with the ability to develop a culture of risk mitigation.

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](#).