

# Clinical Nurse/Midwife

## Role Description

### Southern Adelaide Local Health Network

<b>Position</b>	Clinical Nurse - SPEDS
<b>Classification</b>	RN/M2C
<b>Division</b>	Mental Health Services (MHS)
<b>Department / Section / Unit / Ward</b>	Statewide Eating Disorder Service (SEDS)
<b>Role reports to</b>	Operationally: > Team Manager, SEDS Professionally: > RN3 Nurse Consultant
<b>CHRIS 21 Position Number</b> P42096	<b>Role Created / Review Date</b> 17/11/2021
<b>Criminal History Clearance Requirements</b> <input checked="" type="checkbox"/> National Police Check <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check)	<b>Immunisation Risk Category</b> Category A (direct contact with blood or body substances)

## JOB SPECIFICATION

### Primary Objective(s) of role:

Provide nursing and/or midwifery services in a variety of health service settings which has been consolidated by experience and/or further study with staff at this level developing from competent to proficient practitioners.

Accepts accountability for their own practice standards, activities delegated to others and the guidance and development of less experienced staff.

The Clinical Nurse role at this level continues to be predominantly clinical in nature; however employees are assigned appropriate portfolios. The allocation of portfolio responsibilities should be negotiated with each employee and be consistent with the career development plan for the employee as determined by their performance review/development plan

The Statewide Eating Disorder Service (SEDS) is a specialised mental health service providing care to clients across South Australia suffering from Eating Disorders including Anorexia Nervosa, Bulimia Nervosa and Other Specified Feeding or Eating Disorders (OSFED). SEDS provides care using the evidence based, stepped care approach recommended by the National Eating Disorder Collaboration and Royal Australian and New Zealand College of Psychiatry and integrated research. Components of the service include inpatient services, a Day Program, outpatient clinics and adjunct group programs. The SEDS comprises a skilled multidisciplinary team. Working as an integral member of the Statewide Eating Disorder Service the SEDS Clinical Nurse, Adolescent Eating Disorders, provides direct clinical care to a specific client group and is responsible for the delivery of a range of other clinical activities, including care planning, clinical review, psycho-social assessment and mental health assessment.

The Clinical Nurse will provide advanced nursing services within the Statewide Eating Disorder Service. The required activities undertaken by the Clinical Nurse may include triage, referral liaison and management, community mental health nursing, case management and the delivery of evidence based treatment for people living with an eating disorder, their families and/or supports. Work at this level is undertaken by employees with at least 3 years post registration experience.

The core work of the position will be working with clients aged 15 to 18 years and their families and/or support people.

They will work collaboratively with the SEDS multidisciplinary team, SALHN Eating Disorder services and various Statewide Paediatric Eating Disorder Services (SPEDS) across South Australia to contribute to the planning, delivery and evaluation of eating disorder care.

There is a further expectation that the SEDS Clinical Nurse , Adolescent Eating Disorders will be actively involved in delivering training and supervision to appropriate members of the wider mental health service.

#### Direct Reports: (List positions reporting directly to this position)

> Nil

#### Key Relationships / Interactions:

##### Internal:

- > The Clinical Nurse - SPEDS works within a multi-disciplinary team and is accountable to the SEDS Team Manager for operational responsibilities.
- > The Clinical Nurse - SPEDS is responsible to the relevant SALHN Principal Discipline Lead for professional practice and development and will participate in professional supervision with the relevant Principal Discipline Professional Lead.
- > Maintaining close collaborative working relationships with the multi-disciplinary team.

##### External:

- > Maintains relationships with non-government organisations or other government organisations to meet the needs of the client group.

#### Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working in a highly specialised field.
- > Working with a client base that require comprehensive risk assessment of both psychiatric and physical risk.
- > High level of work demand, due to severity and complexity of client presentations.
- > Working in a dynamic team, which continues to change, grow, and develop, and requires clinicians to take on multiple roles/duties, and manage their time and wellbeing effectively.
- > Maintain adolescent focus and expertise, within the broader SEDS team.
- > Working collaboratively with SEDS multidisciplinary team members, operating across multiple site.
- > Working collaboratively with the SPEDS multidisciplinary teams across other sites/Divisions and LHNs ensuring communication processes to enable best patient/client outcomes.
- > Keeping up to date with, implementing and monitoring evidence-based practice and quality management initiatives consistent with organisational policies.
- > Dealing appropriately with children, adolescents, and their families where there can be multiple complexities, diverse cultural backgrounds and consumer expectations.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Out of hours work may be required.
- > Working across sites may be required.

#### Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A

Procurement	N/A
<b>Resilience</b>	
SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.	
<b>Performance Development</b>	
It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.	
<b>General Requirements</b>	
<p>Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:</p> <ul style="list-style-type: none"> <li>&gt; National Safety and Quality Health Care Service Standards.</li> <li>&gt; <i>Work Health and Safety Act 2012</i> (SA) and when relevant WHS Defined Officers must meet due diligence requirements.</li> <li>&gt; <i>Return to Work Act 2014</i> (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.</li> <li>&gt; Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.</li> <li>&gt; Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).</li> <li>&gt; <i>Children's Protection Act 1993</i> (Cth) – 'Notification of Abuse or Neglect'.</li> <li>&gt; <i>Public Interest Disclosure Act 2018</i>.</li> <li>&gt; Disability Discrimination.</li> <li>&gt; Information Privacy Principles.</li> <li>&gt; Relevant Awards, Enterprise Agreements, <i>Public Sector Act 2009</i>, <i>Health Care Act 2008</i>, and the SA Health (Health Care Act) Human Resources Manual.</li> <li>&gt; Relevant Australian Standards.</li> <li>&gt; Duty to maintain confidentiality.</li> <li>&gt; Smoke Free Workplace.</li> <li>&gt; 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.</li> <li>&gt; Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.</li> <li>&gt; <i>Mental Health Act 2009</i> (SA) and Regulations.</li> </ul>	

### 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.

### Special Conditions

- > 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 *Child Safety (Prohibited Persons) Act 2016* and *Child Safety (Prohibited Persons) Regulations 2019*, must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> <li>&gt; Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan;</li> <li>&gt; Provide proficient, person centred, clinical nursing/midwifery care and/or individual case management to patients/clients in a defined clinical area;</li> <li>&gt; Undertaking a clinical caseload and providing individual support to adolescent clients with a diagnosed eating disorder and their family/supports.</li> <li>&gt; Undertaking assessments and planning recovery focussed services for individual clients, their family/supports, including bio-psycho-social assessment and mental state examination, including risk assessment of all clients referred to the service</li> <li>&gt; Oversee the provision of nursing/midwifery care within a team/unit.</li> <li>&gt; Required to, within pre-determined guidelines, and in a multi-disciplinary primary health care setting, assess clients, select and implement different therapeutic interventions, and/or support programs and evaluate progress.</li> <li>&gt; Provide proficient clinical nursing care and/or individual case management to clients with a diagnosed Eating Disorder.</li> <li>&gt; Developing and regularly reviewing Care Plans in collaboration with clients and family/supports.</li> <li>&gt; Participating in the triage of referrals;</li> <li>&gt; Evaluating the impact of a range of therapeutic interventions;</li> <li>&gt; Oversee the provision of nursing care within SEDS; Adolescent Eating Disorders.</li> <li>&gt; Provide health education, counselling and/or therapeutic programs to improve the health outcomes of individual clients;</li> <li>&gt; Plan and coordinate services including those of other disciplines or agencies as required to meet individual and/or group health care needs;</li> <li>&gt; Monitor clients care plans and participate in clinical auditing and/or evaluative research to ensure appropriate client care outcomes are achieved on a daily basis;</li> <li>&gt; Demonstrate and promote a risk minimisation approach to practice and support implementation and maintenance of systems to protect clients and staff;</li> <li>&gt; Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed client care outcomes;</li> <li>&gt; Providing consultation and assistance to teams of the Community Mental Health Services, CAMHS, Primary Health Networks and NGOs.to meet the mental health care needs of the clients;</li> <li>&gt; Working assertively with families and/or supports by: ensuring that the family and carer input is recognised and their needs addressed, offering opportunities to be involved in program planning and taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services.</li> <li>&gt; Act to resolve local and/or immediate nursing care or service delivery problems;</li> <li>&gt; Support change management processes;</li> <li>&gt; Contribute to communication processes that effectively deal with challenging behaviours and the resolution of conflicts;</li> </ul>

	<ul style="list-style-type: none"> <li>&gt; Work within a team to attain consistency of nursing practice standards and local service outcomes;</li> <li>&gt; Participate in clinical teaching; oversee learning experiences, and goal setting for students, new staff and staff with less experience;</li> <li>&gt; Act as a resource person within SEDS based on knowledge, experience and skills;</li> <li>&gt; Managing own professional development activities and portfolio, support the development of others and contribute to learning in the work area;</li> <li>&gt; Promoting the SEDS philosophy, principle, ethics, values in all aspects of professional practice;</li> <li>&gt; Provide support, supervision and training of students and graduates within SEDS.</li> </ul>
Support of health service systems	<ul style="list-style-type: none"> <li>&gt; Assists and supports the Nurse/Midwife Unit Manager or equivalent in management, clinical, and education activities;</li> <li>&gt; Plan and coordinate services including those from other disciplines;</li> <li>&gt; Act to resolve local and/or immediate nursing/midwifery care or service delivery problems;</li> <li>&gt; Support change management processes.</li> <li>&gt; Required to contribute to a wider or external team working on complex or organisation wide projects such as clinical protocols, guidelines and/or process mapping.</li> </ul>
Education	<ul style="list-style-type: none"> <li>&gt; Participate in clinical teaching, overseeing learning experience, and goal setting for students, new staff and staff with less experience;</li> <li>&gt; Assist the Nurse/Midwife Unit Manager and Nurse/Midwife Educators to maintain a learning culture by being a resource person, encouraging reflection and professional development, and assisting others to maintain portfolios/records of learning.</li> <li>&gt; Required to participate in and/or provide clinical teaching and/or research.</li> <li>&gt; Act as a resource person within SEDS based on knowledge, experience and skills;</li> <li>&gt; Managing own professional development activities and portfolio, support the development of others and contribute to learning in the work area;</li> <li>&gt; Promoting the SEDS philosophy, principle, ethics, values in all aspects of professional practice;</li> <li>&gt; Provide support, supervision and training of students and graduates within SEDS.</li> </ul>
Research	<ul style="list-style-type: none"> <li>&gt; Participate in clinical auditing, clinical trials and/or evaluative research;</li> <li>&gt; Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed patient/client care outcomes;</li> <li>&gt; Assist the Nurse/Midwife Unit Manager or equivalent to maintain and record monitoring and evaluative research activities in the ward/unit.</li> </ul>
Professional leadership	<ul style="list-style-type: none"> <li>&gt; Promote continuity and consistency of care in collaboration with the Nurse/Midwife Unit Manager or equivalent of the ward/unit/service;</li> <li>&gt; Provide shift by shift leadership in the provision of nursing/midwifery care within a team or unit and facilitate patient flow;</li> <li>&gt; Act as a resource person within an area based on knowledge, experience and skills.</li> <li>&gt; Required to undertake specific activity and/or portfolio responsibility.</li> </ul>

Contribution to effective operation of unit	<ul style="list-style-type: none"><li>&gt; Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers.</li><li>&gt; Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector).</li><li>&gt; Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements.</li><li>&gt; Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions.</li><li>&gt; Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.</li></ul>
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## 1. ESSENTIAL MINIMUM REQUIREMENTS

### Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse by 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 communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to prioritise workload and meet set timelines, whilst working under minimal supervision.
- > Ability to be creative, innovative and flexible when approaching issues within the clinical setting.
- > Proven commitment to the principles and practise of:
  - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
  - Quality management and the provision of person and family centred care.
  - Risk management.

### Experience

- > Registered Nurse/Midwife with at least 3 years, full time equivalent, post registration experience.
- > Demonstrated competence in working with people with eating disorders
- > Experience in the leadership and direction of student nurses, enrolled nurses and less experienced registered nurses.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

### Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- > Knowledge of contemporary nursing/midwifery and health care issues.
- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

## 2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

### Personal Abilities/Aptitudes/Skills

- > Ability to analyse complex data.
- > Ability to undertake presentations to community and professional groups.
- > Skills in psychosocial rehabilitation practices and individualised program planning
- > Skills in managing databases and digital presentation platforms
- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Skills in using computers and software relevant to the area of practice.

### Experience

- > Proven experience in basic computing skills, including email and word processing.



## OFFICIAL

- > Experience in quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
- > Experience in delivering evidence-based therapy for eating disorders with individuals and/or groups and carer support
- > Experience working with children or adolescents and their family/supports.

**Knowledge**

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional nursing issues.

**Educational/Vocational Qualifications**

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing or human services related discipline.
- > Qualifications related to delivery of CBT

**Other Details**

- > Nil

## 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.

## SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

## 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 Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

## Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

## Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



### 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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

### Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Clinical Nurse - SPEDS in Mental Health Services and organisational context and the values of SA Health as described within this document.

Name

Signature

Date