

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Renal Home Therapies
Position Number:	Generic
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/ North West – Launceston General Hospital (LGH) Renal Services
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North, North West
Reports to:	Nurse Unit Manager - Renal
Effective Date:	October 2017
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 working towards a relevant post graduate 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 - Renal Home Therapies, as a clinical expert in the area of practice:

- Utilises specialist nursing knowledge, skills and experience to assess, coordinate and review patients eligible for home-based renal replacement therapies (Home Haemodialysis and/or Peritoneal Dialysis).
- Provides discipline specific expertise and effective nursing care, in partnership with patients, their families, and other health professionals, for patients undertaking renal replacement home therapies.
- Functions effectively as a senior member of the renal multidisciplinary team and contributes to workplace activities, working collaboratively to assist and support the Nurse Unit Manager (NUM) in achieving the goals of the service.

Duties:

1. In collaboration with members of the multidisciplinary team plan, implement, evaluate, and support complex case models and interact effectively with all stakeholders to facilitate the provision of optimum patient/client care.
2. Lead case management in the clinical management and ongoing care for patients undertaking renal replacement home therapies and involve patients and their families/carers in the planning and implementation of care.
3. Undertake patient and carer assessments and develop and implement appropriate health education programs, in collaboration with the NUM and/or Clinical Coordinator/Clinical Nurse Consultant, to ensure that patients are able to undertake renal replacement home therapies.
4. Utilise a significant degree of independent clinical judgement while applying advanced clinical nursing expertise in the area of renal home therapies.
5. Maintain accurate, concise, and objective documentation.
6. Work with the NUM and/or Clinical Coordinator/Clinical Nurse Consultant to provide leadership within the multidisciplinary team, contributing to a strong team approach through open communication and a positive supportive approach.
7. Provide leadership in the review, development and evaluation of policies, procedures, protocols and best practice related to home based renal replacement therapies and related patient/client care, and make recommendations for alternative approaches to the NUM and/or Clinical Nurse Consultant.
8. Provide leadership and contribute to a learning environment, through continuing education, professional development and attendance at conferences and relevant fora.
9. Support the NUM and/or Clinical Coordinator/Clinical Nurse Consultant in the coordination of patient/client care delivery through the effective allocation and prioritising of nursing resources.
10. Assist the NUM and/or Clinical Coordinator/Clinical Nurse Consultant in supporting and guiding staff performance and development.
11. Lead nursing research and quality improvement activities that will contribute to the formulation and evaluation of Statewide renal home therapy policies including participating in data collection processes for evaluation and research purposes.

12. 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 and related training.
13. 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:

- Works in a management partnership with and under the limited direction and guidance of the NUM and/or Clinical Nurse Consultant and is accountable for providing specialist nursing care to clients and their families or carers, working effectively as a member of a team.
- Provides leadership to workplace activities beyond the immediate responsibility of delivering clinical care to clients. This may include active involvement in clinical education, clinical leadership and management, safety and quality, practice development and managing a clinical portfolio.
- Responsible for leading and coordinating clinical client centered care in the Renal Home Therapies Unit.
- May function as a single practitioner working with a significant degree of independent decision making to develop service delivery options and provide authoritative expertise in intervention and assessment.
- Acts as a clinical resource, providing guidance and support to other members of the multidisciplinary team.
- 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. Highly developed clinical management and leadership skills in renal nursing, with experience in assessment, care coordination and problem solving for complex renal patients undertaking home based therapies.
2. Demonstrated knowledge and skills in developing, implementing, and evaluating training and education programs for clients and their carers in relation to home based renal replacement therapies.
3. Ability to function instructively as a member of an interdisciplinary team with the capacity to provide clinical leadership, set realistic goals, evaluate work performance and provide own self-care.
4. Well-developed interpersonal skills, including demonstrated advanced written and oral communication, liaison, interpersonal and counselling skills, with the ability to develop and maintain effective relationships with patients, families and colleagues and negotiate recommendations for patient care.
5. Demonstrated ability to problem solve and apply principles of clinical risk management, quality improvement and professional practice to the clinical setting, together with demonstrated motivation to achieve desired outcomes in clinical setting with limited supervision.
6. Demonstrated ability to contribute to the development and evaluation of services provided, including the review of clinical practice policy, procedure and protocols and the implementation of quality improvement activities and research findings.

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 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](#).