

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Renal Services
Position Number:	522615
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Department of Health - Northern Region (DoH) – Launceston General Hospital (LGH) - Division of Medicine - Renal NW Satellite Unit LGH
Position Type:	Permanent, Full Time
Location:	North West
Reports to:	Nurse Unit Manager (NUM) - North West Renal Satellite Unit
Effective Date:	February 2016
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><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>A minimum of 5 years' experience as a Registered Nurse with Renal experience.</p> <p>Holds or is working towards relevant post graduate qualifications in renal nursing.</p>
Position features:	This position is based in the Renal North West Satellite Unit

Note: 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 Consultant provides clinical leadership and expertise within a multidisciplinary team located at the Renal North West Satellite Unit to improve the quality and continuity of care and support provided to clients. This includes:

- Working in partnership with Consultant Nephrologists, Nurse Unit Manager, Hemodialysis and Peritoneal Dialysis Nurses and the multidisciplinary team to ensure quality nursing service and patient management in a satellite Renal Unit.
- The provision of clinical leadership, and authoritative expertise in clinical care and interventions, as well as knowledge and guidance for individual case management, across renal replacement therapies including Hemodialysis, Peritoneal Dialysis and Transplantation.
- Working in collaboration with the Nurse Unit Manager to ensure development of nursing practices within the Satellite Unit are consistent with the broader renal specialisation and addressing inconsistencies between nursing practice and policy.

Duties:

1. Provide clinical nurse consultancy on all aspects of clinical practice involving renal replacement therapies and act as a role model and expert clinician in the clinical setting in accordance with best practice.
2. Within a multidisciplinary setting, assess, select and support the implementation of clinical interventions and evaluate patient/client outcomes.
3. Provide clinical leadership and coordination, in collaboration with the Nurse Unit Manager located off-site, to the hemodialysis and home therapy nurses.
4. Develop, implement and evaluate evidence based clinical guidelines, within a collaborative multidisciplinary framework, to determine milestones, objectives, methods and priorities which support the care of renal patients.
5. Provide authoritative expertise in renal care coordination and identify improvements in care coordination and service accessibility
6. Establish and maintain effective communication channels with statewide renal units and other internal and external stakeholders.
7. Contribute flexibly, creatively and innovatively to quality improvement activities and research within a nursing practice framework, leading to improvements in health and healthcare delivery and the minimising of clinical risks.
8. Develop and maintain a learning environment through a coaching approach to patient education and team development, and provide education and training to nursing and medical students.
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:

Practicing autonomously with indirect supervision and guidance provided by the Nurse Unit Manager, the Clinical Nurse Consultant – Renal Services is responsible for the day to day management and coordination of nursing staff within the Satellite Unit, including the provision of support and supervision in the absence of an on-site nurse unit manager. The Clinical Nurse Consultant will:

- Be responsible for ensuring that clinical practice complies with the Australian Nursing and Midwifery Council (ANMC) Competencies, professional Code of Conduct and Code of Ethics for Registered Nurses, ensuring the delivery of a high standard of nursing care of patients within the specialised area.
- Be responsible for initiating, planning, implementing and evaluating quality patient care and for developing and maintaining effective relationships with clients, their families and carers within a multidisciplinary team.
- Provide expert clinical advice and clinical leadership regarding renal care to acute and community-based patients, family members, carers and staff within a multidisciplinary team;
- Work collaboratively with the multidisciplinary team and other health care providers, including the Nurse Unit Manager to provide advice and support for more complex care and care coordination issues as required.
- Lead the development, implementation and evaluation of quality practices, policy and procedure development and research activities in order to improve the body of nursing and renal care knowledge
- Champion 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, 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:

- I. 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. Extensive experience as a registered nurse with demonstrated advanced competence in renal nursing, coordination and management, and an awareness and understanding that ensures optimal patient care/outcomes across the health continuum.
2. Proven knowledge of legal and ethical requirements, policies and procedures of the practice setting, and demonstrated awareness of professional issues which impact on service delivery, together with demonstrated experience in the development of policies, protocols and procedures in consultation with the relevant key stakeholders.
3. Demonstrated high level interpersonal communication skills, both written and verbal, together with demonstrated mediation and conflict resolution skills and a proven ability to educate, influence and be credible to a range of health professionals and consumers.
4. Well-developed clinical management and leadership skills with the ability to collaborate effectively within multidisciplinary team and to consult, refer, liaise and negotiate on complex professional, clinical service and health systems issues.
5. Demonstrated effective organisational skills, with the ability to problem solve and apply principles of clinical risk management, quality improvement and nursing research to the clinical setting and make independent and collaborative judgments.

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](#).