

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant
Position Number:	515395
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Services
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Nurse Unit Manager (NUM) - Wilfred Lopes Centre
Effective Date:	January 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><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>Evidence of, or working towards, post graduate qualifications in mental health.</p> <p>Minimum three (3) years working within a mental health setting.</p>
Position Features:	<p>This position is located in a forensic setting at the Wilfred Lopes Centre.</p> <p>The occupant will have regular daily contact with patients in an environment that requires all staff to be alert to any matter concerning the security and safety of patients, staff and the Wilfred Lopes Centre.</p>

The occupant will be required to comply with all security practices and procedures of the Wilfred Lopes Centre including biometric identification.

On call is a requirement.

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 Consultant will:

- Provide leadership and expert knowledge to the Wilfred Lopes Centre.
- Develop, implement, and manage clinical processes which optimise resources and consumer outcomes.
- Actively participate in developing a clinical environment, which encourages and fosters a team management approach.
- Ensure the efficient and effective provision of primary mental health care, based on clinical standards and best practice principles within a collaborative and multidisciplinary framework by coordinating the clinical, management, education and nursing research functions within the Wilfred Lopes Centre.

Duties:

1. Actively contribute to the clinical leadership and management of a multidisciplinary inpatient forensic mental health team, providing a high quality, comprehensive, specialist mental health service in accordance with principles and goals, and the associated model of care and relevant service policies, procedures, and guidelines.
2. Provide leadership in contemporary mental health nursing practice, support and promote an environment conducive to innovation and change within the forensic health setting and act as an expert clinician in the clinical setting.
3. Develop, implement, and evaluate clinical risk management and quality improvement activities in consultation with the NUM and Clinical Nurse Educator.
4. Assist the NUM in regard to human resource management, including performance issues and reviews.
5. Actively participate in all multidisciplinary review processes at the unit level as required, including supporting staff to develop, monitor, and evaluate clinical outcome measures.
6. Undertake a proactive role in developing effective partnerships with internal and external stakeholders including consumer and carer groups, local government bodies, department of justice, community sector organisations, and primary health service providers.
7. Develop clinical pathways, management guidelines and procedures with the NUM and develop, monitor and evaluate clinical outcome measures.
8. Promote a research culture by identifying, supporting, and developing appropriate opportunities for nursing staff to participate in approved research activities and to maintain and apply knowledge of contemporary evidence-based practice.
9. Deal with complex inquiries, complaints and incidents, including the provision of detailed information, and collate and provide relevant correspondence, reports and actions necessary to reduce risk or prevent recurrence.

10. 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.
11. 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:

The Clinical Nurse Consultant is accountable to the Nurse Unit Manager (NUM) - Wilfred Lopes Centre to ensure that legal directives, legislative provisions, security and clinical standards are met. The occupant of this role is responsible for:

- Monitoring clinical standards of patient care within the team and working closely with the multidisciplinary team to ensure that services are in accordance with clinical standards and best practice.
- Operating with high-level professional independence in the delivery of professional consultancy and clinical services and is required to exercise initiative and professional judgement.
- Encouraging and supporting staff to develop further knowledge and skill to enhance the individual and the unit.
- Acting as a role model and mentor to staff.
- Actively participating in personal and professional development activities and contribute to the expansion of knowledge and ideas in the relevant field by supporting and participating in research.
- Ensuring that quality improvement processes are in place and acted upon, resulting in constant evaluation and improvement in the standard of care to patients/clients.
- 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
2. Identification check
 3. Disciplinary action in previous employment check.

Selection Criteria:

1. High-level demonstrated advanced nursing practice in the relevant area. Including comprehensive knowledge on clinical risk management, evidence-based practice, clinical standards, ethics, and appropriate legislation.
2. Proven high level interpersonal skills including oral and written communication, negotiation, conflict resolution and decision making, together with the ability to develop comprehensive oral and written reports.
3. Well-developed self-management and leadership skills including the ability to plan, delegate, organise, prioritise, and coordinate workloads, while demonstrating adaptability and flexibility in an environment subject to pressure and change.
4. The ability to facilitate a team approach to clinical decision making, including care planning, review and the delivery of comprehensive services to patients.
5. Demonstrated knowledge of research and continuous quality improvement principles and their practical application.

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](#).