

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Hospital Aged Care Liaison Team (HALT)
Position Number:	518746
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West – Launceston General Hospital LSOP/HALT
Position Type:	Permanent, Full Time
Location:	North
Reports to:	Nurse Unit Manager (NUM) HALT & TCP
Effective Date:	November 2015
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	Registered with the Nursing and Midwifery Board of Australia <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 is working towards a relevant post graduate tertiary qualification Current Driver's Licence

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:

Provide expert clinical advice and leadership within an interdisciplinary team providing assessment, care coordination and implementation of planned outreach support to older people in the emergency department, community or residential aged care setting to enable care needs to be met in the most appropriate environment.

Undertake a broad consultative role by initiating and maintaining a comprehensive care network, building and maintaining links with providers in the primary health setting, including community service providers, General Practitioners, Residential Aged Care Facilities and the Rural Inpatient Facilities.

Develop and implement evidence based practices that promote the efficient and effective provision of patient centred aged care services within the healthcare setting.

Duties:

1. Provide an advanced level of professional clinical expertise in aged care management in both the inpatient and community settings.
2. Provide advice and support to other members of the interdisciplinary teams; to ensure continuity of services for aged care clients with complex care coordination needs.
3. Support the Nurse Unit Manager and the interdisciplinary team in the promotion of the Hospital Aged Care Liaison Team, including developing and maintaining strong communication links with the Health Care Professionals within the Health Care Service and with community based service providers and other key groups and consumers regarding supporting the needs of clients, their families and carers.
4. Provide leadership in contemporary nursing practice promoting a professional focus and environment conducive to innovation and change.
5. Utilise evidence based practice in the development, implementation and evaluation of models of care to improve aged care services
6. Consult with the health care team and contribute to recommendations in relation to planning, implementing and evaluating client care including the development of policies and procedures to ensure best practice.
7. Identify and develop internal and external educational programs to facilitate the provision of care for older people in the most appropriate setting.
8. 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.
9. 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:

Under the general direction of the Nurse Unit Manager (NUM) HALT & TCP, the Clinical Nurse Consultant - HALT functions with a high level of independence and is:

- Responsible for ensuring that their clinical practice complies with 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.
- Responsible for initiating, planning, implementing and evaluating quality patient care and for developing and maintaining effective relationships with clients, their families and carers and other health care team members.
- Working collaboratively with the interdisciplinary team and other health care providers, to support a learning environment to develop further knowledge and skills to enhance the individual and practice setting.
- Ensuring the principles of contemporary research are integrated into the development, coordination, implementation and evaluation of aged care services.
- Ensuring personal and staff awareness of, and compliance with, workplace safety requirements through the adoption of a best practice approach to continuing improvement in health and safety systems and practice
- 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
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Evidence of well-developed clinical management and leadership skills with the ability to collaborate effectively with the interdisciplinary team to provide a versatile, flexible aged care service.
2. Demonstrated high level interpersonal and communication skills including mediation and conflict resolution skills, with proven ability to manage effectively within a diverse health service environment.
3. Demonstrated effective organisational skills with the ability to problem solve and apply principles of clinical risk management, quality improvement and research to the clinical setting and make independent and collaborative judgments.
4. Knowledge of and experience in the application of educational principles and the ability to plan, implement and deliver education programs.
5. Current knowledge of and the ability to apply nursing principles, procedures and practices in the delivery of patient care in a designated area in line with legal requirements and the ANMC standards for Registered Nurses.

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](#).