

Statement of Duties

Position Title: Clinical Nurse Consultant - Sexual Health	Position Number: 501272	Effective Date: March 2020
Group and Unit: Hospitals South		
Section: Southern Hospitals	Location: South, North, North West	
Award: Nurses and Midwives (Tasmanian State Service)	Position Status: Permanent	
	Position Type: Full Time/Part Time	
Level: Grade 6	Classification: Registered Nurse	
Reports To: Statewide Director Sexual Health Services		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

Within a Primary Health Care Framework, Agency policies, legal requirements and professional competencies, the Clinical Nurse Consultant – Sexual Health will:

- Provide professional advanced clinical leadership and expertise in the provision of clinical advice, assessment and interventions based on best practice in the health care management of Sexual Health Services clients within the defined community practice area.
- Undertake a broad consultative role by initiating and maintaining a comprehensive network with community and support groups, professional associates and developing professional collaborative linkages with other health professionals across the acute and community sectors, working as part of the multidisciplinary community health team and in close collaboration with clients, General Practitioners (GP) and Specialists.
- Implement evidence-based practices through teaching, research, policy and protocol development and through direct example within the practice setting.

Duties:

1. Working in a multidisciplinary setting, provide appropriate clinical consultancy, intervention and support for clients by conducting comprehensive advanced clinical assessment, planning and evaluation of health outcomes with a view to maintaining independence and quality of life.
2. Utilise a significant degree of independent clinical judgement while applying advanced clinical nursing expertise in the area of Sexual Health and other related conditions.
3. Responsible as a leader, advisor and mentor for providing best practice leadership and education in the health care and management of Sexual Health Service clients.
4. Lead and coordinate ongoing clinical education programs incorporating clinical expertise, principles of adult learning and reflective practice to promote a professional approach to innovative practice within the Department, and, on request, to community health service providers and support groups.

5. Initiate the review, development and implementation of clinical policy and guidelines to support best practice, acting as a leader in practice and research that contributes to the high standards of client care resulting in policy documents that will guide and inform evidence-based Sexual Health management practices.
6. Lead and participate in nursing quality improvement and clinical research activities in the area of Sexual Health and related conditions that will contribute to evidence-based research in nursing practices.
7. Maintain professional development through reflective practice, participation in continuous learning activities including networking and engaging with local and national colleagues and by participating in an annual performance development program.
8. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
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.

Scope of Work Performed:

The Clinical Nurse Consultant – Sexual Health will:

- Practice in accordance with the Nursing and Midwifery Board of Australia (NMBA) codes and guidelines for registered nurses/midwives.
- Operate at a high level of professional independence in the delivery of consultancy and clinical services and is required to exercise initiative and professional judgement, with broad guidance, supervision and support from the Statewide Director Sexual Health Services.
- Lead and support the development of an effective, efficient and dynamic service delivery framework including actively contributing to business planning and evaluation of services for Sexual Health Services that will improve clinical outcomes.
- Responsible and accountable for the provision of clinical education to nursing staff, and as appropriate, to other health professionals in the field of Sexual Health and related disorders management; which will include community-based health professionals and support groups.
- Accept accountability and responsibility for agreed outcomes in the provision of efficient and reflective nursing care, and for recognising and maintaining own professional development needs as well as contributing to performance development for other nursing staff.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

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 of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse.

- 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.

Desirable Requirements:

- Holds, or is working towards, a relevant tertiary qualification in Sexual Health Nursing.
- Current Driver's Licence.

Selection Criteria:

1. Comprehensive knowledge and demonstrated expertise relevant to sexual health, including sexually transmissible infections, sexuality and HIV.
2. Demonstrated ability to maximise productive working relationships with a range of health professional disciplines and service providers across practice settings.
3. Proven ability to apply contemporary leadership and educational principles to a clinical setting.
4. Demonstrated advanced communication and interpersonal skills, and the ability to provide innovative solutions to problems.
5. Demonstrated sound knowledge of legal and ethical requirements, relevant policies and procedures of the practice setting, and can demonstrate an awareness of professional issues which impact on service delivery.
6. Demonstrated ability to undertake quality improvement and research activities and initiate/implement/advocate change in the practice setting.
7. Ability to work independently with minimal supervision, and as a contributing member of a multidisciplinary team, in an environment subject to pressure and change.

Working Environment:

- Some intrastate travel may be required.

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.