

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Trauma
Position Number:	522704
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South – Surgical & Perioperative Services
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Nurse Manager – Trauma Service
Effective Date:	July 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 trauma experience</p> <p>Holds relevant post graduate qualifications aligned with trauma nursing</p>

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:

- Contribute to local trauma service establishment, development, and delivery at the Royal Hobart Hospital (RHH) under the Nurse Manager – Trauma Service, including both clinical service delivery and trauma quality improvement projects
- The CNC – Trauma functions as a liaison for trauma care by maintaining effective lines of communication to the Nurse Manager and Director of Trauma

Duties:

1. Lead trauma case management across the acute phases of care for major trauma patients admitted to the RHH including facilitating multidisciplinary care across departments, wards, specialities, and sectors from presentation to discharge.
2. Surveillance and notification of high-risk cases and system issues to the Nurse Manager – Trauma Service and Director of Trauma.
3. Facilitate timely clinical advice, consultation, and referrals within the area of trauma management, to support medical staff and allied health services providing care to the severely injured.
4. Facilitate and support relevant in-service education/staff development programs.
5. Liaise, consult, and collaborate with key internal stakeholders amongst relevant clinical medical, nursing, allied health disciplines involved in management of injured patients.
6. Attend, participate and/or convene necessary multidisciplinary meetings to support clinical care.
7. 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 direction of the Nurse Manager – Trauma Service and in collaboration with the Director of Trauma the Clinical Nurse Consultant -Trauma:

- Provide care coordination and multidisciplinary liaison for the severely injured across the trauma continuum including post discharge.
- Coordinate and facilitate complex discharge planning.
- Support the development, implementation and evaluation of quality improvement practices, policy and procedure development, and data collection activities to develop and improve trauma services.
- Lead and support trauma related research activities.
- Coordinate and collaborate on educational activities necessary to meet the objectives of the Trauma Service.
- Is responsible for initiating, planning, implementing, and evaluating quality patient care by developing and maintaining effective relationships with clients, their families, and carers within a multidisciplinary team.
- Where applicable, exercises 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.

- Complies at all times with policy and protocol requirements, including those relating to mandatory education, training, and assessment.
- Actively participates 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.

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. Extensive experience with demonstrated advanced level of clinical expertise in surgical or perioperative, critical care or emergency department nursing; is completely patient/client focused, demonstrates self-awareness of the effects of behaviour on others, deals with or manages ambiguity and complexity, and demonstrates resilience in the delivery of safe and quality patient care.
2. Demonstrated ability to provide contemporary leadership together with the ability to initiate, guide and motivate a multidisciplinary team.
3. Demonstrated ability to implement and evaluate change and develop direction in clinical practice through planning, quality improvement, research, and clinical risk management activities to address emerging service needs in relation to Safety and Quality.
4. Highly developed interpersonal, communication and negotiation skills and proven ability to present reports, educate, influence and be credible to a range of health professionals and consumers.
5. Demonstrated advanced specialist knowledge, experience, and clinical skills in relation to Safety and Quality and the NSQHS Standards and other relevant professional organisations in surgical and perioperative care, with a demonstrated awareness of professional, legal, and ethical issues which impact on service delivery.

6. Demonstrated critical thinking and reasoning skills, including advanced problem-solving skills and expert clinical judgement in relation to Safety, Quality and Risk management practices including the application of evidence-based standards of practice within a health care setting.

Working Environment:

This position is based within the Surgical and Perioperative Services at the RHH.

Surgical and Perioperative Services mission and purpose is to deliver high quality healthcare through the most efficient and innovative use of available resources, using planning and evidence-based strategies. Our vision is to be renowned for Surgical and Perioperative Services healthcare, teaching and research. Surgical and Perioperative Services is a values-based department. If your personal and work values are consistent with those developed by our staff, we're sure you'll find Surgical and Perioperative Services a great workplace. Our decisions and behaviours are guided by the following workplace values:

- **Patient first** - Patient and family-centred care is about putting patients' and families' experiences, priorities, and trust first.
- **Personal responsibility** - Being responsible for our own actions and behaviours.
- **Pride in what we do** - We take pride in who we are and what we do, and we do what is right, always.
- **Passion for improvement** - As it inspires us to achieve great things.

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](#).