

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Diabetes
Position Number:	Generic
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South, Hospitals North/North West
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North, North West
Reports to:	Nurse Unit Manager
Effective Date:	February 2023
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	Registration with the Nursing and Midwifery Board of Australia as a Registered Nurse Graduate Certificate Diabetes Education <i>*Registration/licences that are essential requirements of this role must always remain current and valid 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:	Graduate Diploma Diabetes Education Credentialed with the Australian Diabetes Educators Association (ADEA)
Position Features:	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 (CNC) - Diabetes provides expert clinical knowledge and skills within a multidisciplinary framework to assist individuals and their families/carers to adjust to living with diabetes through active primary care, education, family support, research, and advocacy.

The Clinical Nurse Consultant (CNC) – Diabetes will:

- Undertake advanced triaging and assessments, providing authoritative expertise in order to achieve optimal care planning and treatment pathways for patients.
- Utilise a specialist expertise to educate clinicians, patients, families and carers, resulting in a better understanding and self-management of their diabetes.
- Function as a health practitioner with a significant degree of independent decision-making to develop service delivery options and provide expertise in the provision of clinical advice and interventions.
- Provide regular education and mentoring to diabetes educators to support succession planning and professional advancement.

Duties:

1. Provide leadership that exemplifies safe and effective client-centred care, utilising evidence-based practice principles, sound clinical decision-making processes, and a significant knowledge and experience in diabetes education, management, support, and stabilisation.
2. Utilise evidence-based diabetes care principles, insulin therapy protocols, and continuous glucose monitoring technologies to optimise diabetes management in children and adults with diabetes. Including the provision of validated tools (e.g., Motivational Interviewing, Ottawa Personal Decision Guide) to enhance diabetes self-management.
3. Foster and demonstrate a culture of learning, reflection, and professional development within the organisation, acting as a support/mentor for students and new Diabetes Educators. Providing support to the clinical placement of 'observation only' students undertaking a Graduate Certificate/Diploma of Diabetes Education.
4. Undertake research using contemporary principles to evaluate formal and informal educational materials within health, education and professional development, in order to identify gaps in the knowledge and skill requirements of the workforce and to develop and implement materials and programs which address these.
5. Motivate and lead others in the development and implementation of new and existing clinical policies and guidelines for diabetes care, including the evaluation of these in consultation with the NUM.
6. Initiate, support, and participate in quality improvement and clinical research activities to improve patient outcomes and maintain a contemporary knowledge in evidenced based practice.
7. Communicate with authority and influence whilst maintaining collaborative relationships with education providers, pharmacists, allied health, general practitioners, schools, and community service providers across the region to develop systems that support safe and effective diabetes management for patients at all stages of the health care continuum.
8. Lead care coordination and apply broad clinical and system approaches to improve care coordination.

9. Collaborate with other members of the diabetes health care team, providing specialist advice, expertise, knowledge, and support. Attending and actively contributing to team meetings, case discussions, journal club and mentoring programs as outlined by the Australian Diabetes Educators Association (ADEA).
10. Maintain professional standards in accordance with the ADEA's 'National Core Competency for Credentialed Diabetes Educators', 'National Standards of Practice for Diabetes Educators' and 'National Standards for Diabetes Education Programs'.
11. 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.
12. 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 of Diabetes works under the broad direction of the relevant Nurse Unit Manager and provides expert nursing care and education to clients and their families/carers. The Clinical Nurse Consultant operates within an interdisciplinary team environment, and is responsible for:

- Individual practice standards, activities delegated to others, and for mentoring and developing less experienced staff. Including taking responsibility for the outcomes of nursing practices within the diabetes patient and client cohort and addressing inconsistencies between nursing practice and policy.
- Practicing in accordance with the Nursing and Midwifery Board of Australia registration and ADEA credentialing requirements, educational preparation, relevant legislation, standards and codes, and context of care.
- Providing authoritative advice in relation to the health care outcomes of patients and effectiveness of the service delivery model.
- 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:

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. Exemplifies clinical expertise in patient assessment and diabetes management, including diabetes self-management education and support, insulin pump therapy, continuous glucose monitoring, and insulin titration/stabilisation for paediatric and adult patients.
2. Proven high-level interpersonal and communication skills, both written and verbal, with the ability to develop and maintain therapeutic relationships with the relevant cohort, communicate with influence and resolve conflict with tact and diplomacy.
3. Highly developed and strong leadership skills with the ability to collaborate within a multidisciplinary team and to consult, refer, liaise, and negotiate on complex professional, clinical service and health system issues.
4. Expert knowledge and proven ability to plan, implement, deliver, and evaluate educational programs by applying evidence-based educational principles tailored to a wide variety of audiences including clinical staff, patients and families, caregivers, schoolteachers, nursing students, and members of the wider community.
5. Demonstrated knowledge of contemporary research methodology, continuous quality improvement principles and the application of these within the clinical setting, with proven ability to develop and implement evidence-based practice initiatives and foster a climate of critical thinking in relation to the care of people with diabetes.

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 | Tasmanian Department of Health](#)