

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Child and Adolescent Mental Health Services
Position Number:	Generic
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Services Child and Adolescent Mental Health Service
Position Type:	Permanent, Full Time/Part Time
Location:	South
Reports to:	Team Leader - CAMHS South
Effective Date:	February 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing & Midwifery Board of Australia as a Registered Nurse and possess specialist tertiary graduate or post graduate mental health/psychiatric nursing qualification; or completed, prior to the transfer of nurse education to the tertiary sector, an accredited hospital-based program that lead to registration as a psychiatric nurse by the relevant nurse regulatory authority within Australia, New Zealand, Canada or the United Kingdom</p> <p>Current Working with Children Registration</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>Current Driver's Licence</p> <p>Holds, or is working towards, postgraduate in mental health qualifications</p>

Note: 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:

As part of a multi-disciplinary team delivering high quality mental health services in accordance with the Mental Health Services Strategic Plan, Mental Health Service principles, National Mental Health Standards, Agency policy, legal requirements and relevant professional competencies, the Clinical Nurse Specialist - Child and Adolescent Mental Health Services (CAMHS) is an advanced role that provides specialist nursing care and education to patients and their families and clinical leadership to other members of the multi-disciplinary team.

- Undertakes the delivery of specialist services to clients of CAMHS based on best practice principles and within a collaborative and multi-disciplinary framework.
- Provides clinical leadership and expert knowledge in all aspects of primary health care. Administers an advanced clinical practice framework for the management of clients with complex needs.
- Within the multi-disciplinary team, develops, implements, coordinates and evaluates programs and activities to improve client outcomes.

Duties:

1. Ensure the delivery of a comprehensive clinical service through the provision of assessment, case management and individual therapies, including specialised therapies for clients and their families or carers.
2. Develop, monitor and evaluate clinical outcome measures, manage complex clinical issues and make recommendations on matters relating to the areas of clinical specialty.
3. Participate in the multi-disciplinary team review of current clients, including supporting staff in the development, monitoring and evaluation of clinical outcome measures.
4. Establish effective, collaborative and professional relationships with clients, the health care team, and other stakeholders to optimise outcomes for patients and their families.
5. Maintain clinical documentation ensuring appropriate records of assessments, interventions and specialised reports, and maintain NOCC and Occasions of Service data
6. Provide community education and mental health promotion programs and activities as required.
7. Develop clinical practice guidelines, policies and procedures in consultation with the Team Leader.
8. Maintain a safe environment for clients, staff and visitors consistent with Work Health and Safety legislation and guidelines.
9. Develop, implement and evaluate clinical risk management and quality improvement activities for consumers in consultation with the Team Leader.
10. Undertake continuing professional development, including participation in formal clinical supervision and peer review.
11. Undertake clinical supervision of community nurses and precept student nurses within the workplace.
12. Act as a Mental Health Officer under the *Mental Health Act 2013*.
13. Contribute flexibly, creatively and innovatively to quality improvement activities and research within a nursing practice framework, leading to improvements in health and healthcare delivery and minimising clinical risks, and promote a culture supporting action-based research and the application of evidence-based research in the practice setting.
14. 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.

15. 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 Specialist - CAMHS receives broad administrative and overall clinical direction from the Team Leader - CAMHS and responsible for:

- Practicing in accordance with all relevant legislation, standards, codes and guidelines for Registered Nurses and accountable for maintaining a skilled and professional standard of care at all times.
- Maintaining knowledge of contemporary evidenced-based practice.
- Being aware of all policies, procedures and legislation affecting the duties of this position, including statements of consumer rights and responsibilities adopted by the service, and a general awareness of legislation, including Work Health and Safety, Equal Employment Opportunity and Anti-Discrimination legislation and guidelines.
- Champion 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, 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. Extensive experience in and demonstrated specialist level/clinical knowledge of mental health nursing in a clinical area directly applicable to the CAMHS area, including the ability to provide appropriate assessment of mental health problems.
2. Proven ability to provide a range of assessments and therapeutic interventions relevant to children, adolescents and families accessing services and the ability to acquire further expertise in this area.
3. Demonstrated experience and knowledge of other services and agencies in the context of providing specialist mental health assessment, advice and training.
4. Well-developed interpersonal and communication skills, including the ability to work effectively within a multi-disciplinary team, and liaise and consult effectively with stakeholders and other service providers.
5. Ability to apply the principles of clinical risk management, quality improvement, nursing research, performance monitoring and evaluation strategies relevant to the clinical area.
6. A thorough understanding and application of relevant legal requirements, legislation and professional practice standards.
7. Demonstrated ability to precept nurses, undergraduate and postgraduate student nurses, conduct orientation and develop, implement and evaluate professional development, educational and training activities.

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](#).