

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant -Clinical Lead- Perinatal Mental Health Service
Position Number:	529971d
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community Mental Health and Wellbeing – Statewide Mental Health Service Perinatal Mental Health Service
Position Type:	Permanent, Full Time
Location:	North, North-West
Reports to:	Allied Health Director – Mental Health Services (North/North West)
Effective Date:	July 2024
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and 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:	A minimum of 3 years current post graduate experience in mental health or relevant field

Experience and/or interest in working with people experiencing perinatal mental health disorders or other mental health conditions.

Experience in clinical and professional supervision

Current Driver's Licence.

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 multidisciplinary team delivering high quality mental health services in accordance with the Mental Health Services Strategic Plan, Mental Health Services Principles, National Mental Health Standards, Agency policy, legal requirements and relevant professional competencies.

The Clinical Nurse Consultant -Clinical Lead will provide high level support to the Allied Health Director and Team Leaders in the provision of:

- Leadership and direction in the strategic development and management of a comprehensive multidisciplinary community mental health team.
- Effective management of specified human and physical resources.
- Leadership, direction and change management to facilitate the progression of the current Mental Health Service Strategic Plan through the implementation of the associated model of care, and relevant service policies, procedures and guidelines.
- Optimal clinical processes and individual client outcomes.
- Enhanced consumer and carer participation at all levels of the service.

Duties:

1. Actively contribute to the clinical leadership and management of a multidisciplinary community mental health team to ensure the provision of a high quality, comprehensive, specialist mental health service to a designated population group within a specified regional area in accordance with the principles and goals and objectives specified in the Mental Health Services Strategic Plan, the associated model of care and relevant service policies, procedures and guidelines.
2. Support the Allied Health Director and Team Leaders by assuming a lead role in the oversight of designated clinical processes associated with the optimal operation of a community mental health team, including intake, crisis response, interim support, short-term case management and general team coordination.
3. Undertake the line and performance management of a designated group of staff within a specified community mental health team.
4. Promote compliance with the complete and timely collection of clinical data and designated Key Activity and Performance Indicators to accurately reflect service performance.
5. As a senior member of an individual service, participate in the ongoing development, implementation and evaluation of relevant policies and procedures, including ensuring the active involvement of and consultation with key local stakeholders.
6. Undertake a proactive role in developing effective partnerships with internal and external stakeholders including consumer and carer groups, local government bodies, community sector organisations and primary health service providers.

7. Deliver person-centred care and case manage a designated number of clients and lead clinical service delivery.
8. Ensure that professional supervision, mentoring and support are available to all staff within the teams as required.
9. Lead and coordinate projects, programs and/or research that improve health care services.
10. Actively participate in the development and implementation of Mental Health Services safety, clinical risk and quality programs at the local level.
11. Act as an Authorised Officer under the Tasmanian Mental Health Act.
12. 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.
13. 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 Lead works under the broad direction of, and in collaboration with, the Allied Health Director and Team Leaders. The occupant is accountable for the optimal operation of designated clinical functions within a community mental health team in accordance with the Mental Health Services Strategic Plan and the associated model of care. The Clinical Lead receives professional guidance and support from the Allied Health Director and Team Leader in consultation with the Perinatal Mental Health Specialist Consultant – Psychiatrist as appropriate and is responsible for:

- Deliver person-centred care and provision of short-term case management to a designated client group.
- Being aware of, and working within, all Agency policies, procedures and legislation affecting the duties of the position and for addressing inconsistencies between practice and policy.
- Maintaining own professional development and for supporting the professional development of others.
- Working without supervision and exercising considerable initiative and professional judgement with autonomy in matters relating to both the clinical and day to day coordination of a specified community mental health team.
- Providing authoritative advice and recommendations to the Allied Health Director and Team Leaders in relation to the effectiveness of clinical service delivery and health care outcomes for the multidisciplinary community mental health team.
- 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. Demonstrated leadership skills and proven ability to manage and coordinate the operational clinical activities of a multidisciplinary community mental health service, including effective management of human and physical resources, providing supervision, and support to other staff as required.
2. Comprehensive knowledge of contemporary evidence-based approaches to mental health service delivery, together with experience working as a senior health professional in relevant clinical practice settings, with an interest in perinatal mental health disorders.
3. Proven high level interpersonal skills including oral and written communication, negotiation, conflict resolution and decision making, as well as capacity to develop and maintain partnerships with a broad range of key local stakeholders.
4. Demonstrated knowledge of contemporary leadership and commitment to a high performing multidisciplinary team, leading and promoting team and service values and a collegial workplace environment.
5. Proven ability to lead and contribute to quality and safety processes, practice and performance evaluation, research, actively and effectively, at the individual service level.
6. Demonstrated knowledge of Agency and Mental Health Services policies and procedures and associated legislation relevant to the coordination of a multidisciplinary community team or the capacity to effectively acquire the same, including knowledge of relevant professional competencies and standards of the practice, current Work Health and Safety and Anti-Discrimination legislation and the principles of Workplace Diversity.

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](#).