DEPARTMENT OF HEALTH

Statement of Duties

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| **Position Title:** | Clinical Nurse Specialist - CAMHS |
| **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 Services (CAMHS) |
| **Position Type:** | Permanent |
| **Location:** | North |
| **Reports to:** | Nurse Unit Manager – Team Leader (CAMHS) |
| **Effective Date:** | January 2022 |
| **Check Type:** | Annulled |
| **Check Frequency:** | Pre-employment |
| **Essential Requirements:** | 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  Current Working with Children Registration  *\*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.* |
| **Desirable Requirements:**  **Position Features:** | A minimum of 3 years post graduate clinical experience in the context of a community mental health team  Current Driver’s Licence  Holds or is working towards tertiary qualifications in Child and Adolescent Mental Health Care  Employees should refer to the advertised position for details of hours of work (shift work or day work) and total hours per fortnight required  Employees may be required to work at various locations within the region  Some intrastate and interstate travel may be required |

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:

As part of a multidisciplinary team delivering high quality consult liaison 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 Specialist – CAMHS will provide high level support to the Team Leader within the relevant inpatient and community mental health services in the provision of:

* Undertakes the delivery of specialist services to clients of Child and Adolescent Mental Health Service, Adult Community, Inpatient and Extended Treatment, ward 4K Launceston General Hospital both inpatient and community, based on best practice principles and within a collaborative and multi-disciplinary framework. Promotes community awareness in relation to mental health.
* 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.
* 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 Child and Adolescent Community Mental Health team to ensure the provision of a high quality, comprehensive, specialist mental health service to children and adolescents within a specified regional area in accordance with the principles and goals specified in the Mental Health Services Strategic Plan, the associated model of care and relevant service policies, procedures and guidelines
2. Support the Team Leader by developing, monitoring and evaluating clinical outcome measures assuming a lead role in the oversight of designated clinical processes associated with the optimal operation of a Child and Adolescent Community Mental Health team, including intake, crisis response, interim support, assertive case management and general team coordination.
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. 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 Child and Adolescent services, participate in the ongoing development, implementation and evaluation of relevant mental health policies and procedures, including ensuring the active involvement of and consultation with key local stakeholders.
6. Undertake a pro-active role in developing effective partnerships with local internal and external stakeholders including consumer and carer groups, local government bodies, community sector organisations and primary health service providers.
7. Assertively case manage a designated number of clients.
8. Work with the Team Leader to ensure that professional supervision, mentoring and support are available to all staff within the team 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. 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 Specialist receives professional guidance and support from the Team Leader in consultation with the Director of Nursing or his/her delegate and under the broad direction of, and in collaboration with the Team Leader, is:

* Accountable for the optimal operation of designated clinical functions within Child and Adolescent Community Mental Health team in accordance with the Mental Health Services Strategic Plan and the associated model of care.
* Responsible for the provision of assertive case management to a designated client group in both inpatient and community settings.
* Responsible for being aware of and working within all Department of Health (DoH), Hospitals North/North West and Mental Health Services policies, procedures and legislation affecting the duties of the position and for addressing inconsistencies between nursing practice and policy.
* Responsible for maintaining ones’ own professional development and for supporting the professional development of others.
* Operational and clinical accountability to the Team Leader.
* Required to work without supervision and to exercise 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.
* Responsible for providing authoritative advice and recommendations to the Team Leader 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:

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:
   1. crimes of violence
   2. sex related offences
   3. serious drug offences
   4. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

### Selection Criteria:

1. Extensive experience and demonstrated specialist level knowledge of contemporary mental health nursing and an understanding of mental health issues in relation to children, adolescents and their families, in both inpatient and community settings.
2. Proven ability to provide a range of assessments and therapeutic interventions relevant for 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 including the capacity to develop and maintain partnerships with a broad range of key local stakeholders.
4. Well-developed interpersonal and communication skills including negotiation, conflict resolution and decision-making skills and the ability to work effectively within a multi-disciplinary team and to liaise and consult effectively with stakeholders and other service providers. An ability to develop comprehensive oral and written reports.
5. Demonstrated understanding of and commitment to the Mental Health Services Strategic Plan and a capacity to contribute towards the introduction of the model of care within a community setting.
6. Demonstrated leadership skills and proven ability to manage and coordinate the clinical activities of a Child and Adolescent Community Mental Health team with the ability to assist the Team Leader in relation to the effective management of human and physical resources.
7. Demonstrated knowledge of the Department of Health (DoH), Hospitals North/North West 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.

### 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](http://gormpr-cm01/pandp/showdoc.aspx?recnum=P19/000365).