

DEPARTMENT OF HEALTH

Statement of Duties

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| Position Title: | Clinical Nurse Consultant - Renal Vascular Access |
| Position Number: | 525887 |
| Classification: | Registered Nurse Grade 6 |
| Award/Agreement: | Nurses and Midwives (Tasmanian State Service) Award |
| Group/Section: | Hospitals North – North West Renal Satellite Unit |
| Position Type: | Permanent, Part time |
| Location: | North West |
| Reports to: | Nurse Unit Manger (NUM) - North West Renal Satellite Unit |
| Effective Date: | October 2021 |
| 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 Renal experience</p> <p>Holds or is working towards relevant post graduate qualifications in renal 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:

The Clinical Nurse Consultant - Renal Vascular Access (CNC) provides clinical leadership and expertise within a multidisciplinary team located at the North West Renal Satellite Unit to improve the quality and continuity of care and support provided to clients.

Working in partnership with Consultant Nephrologists, Nurse Unit Manager, CNC Radiology team, Renal nursing staff and the multidisciplinary team to provide an autonomous nursing service using advanced clinical judgment and knowledge for Chronic Kidney Disease (CKD) and haemodialysis (HD) patients.

The role of the CNC is to:

- Provide clinical leadership, and authoritative expertise in clinical care and interventions, including knowledge and guidance for individual case management, regarding renal vascular access for all referred patients.
- Work in collaboration with the LGH CNC - Renal Vascular Access to maintain a single centre point of referral and co-ordination for all renal vascular access creation, management, and education
- Develop and provide the delivery of patient care with respect to renal vascular access surveillance, monitoring and management through promotion of quality improvement activities, including staff competencies, audits, and data collection.
- Develop and support the delivery of patient and care giver education.
- Work in collaboration with the Nurse Unit Manager NWRenal and LGH CNC – Renal Vascular Access, to ensure development of nursing practices are consistent with the broader renal specialisation and addressing inconsistencies between nursing practice and policy.

Duties:

1. Provide clinical nursing consultancy on issues of clinical practice involving renal vascular access and act as a role model and expert clinician in the clinical setting, in accordance with best practice principles.
2. Collaborate with the Nurse Unit Manager, CNC – Renal Vascular Access, Chronic Kidney Disease Educator, and the Multidisciplinary team to assess, plan, and arrange implementation of nurse led educational programs for individual patients, according to current evidence and best practice guidelines pertaining to the management of renal vascular access, including preparation for haemodialysis.
3. Coordinate and develop a pathway for direct vascular access referrals to facilitate timely vascular access formulation or intervention.
4. Develop, implement, and evaluate policies, procedures, clinical guidelines, and protocols regarding renal vascular access, while ensuring an evidence-based nursing service through regular literature review.
5. Develop and maintain an up-to-date patient database to enable audit of outcomes for future planning of vascular access services.
6. Provide quarterly reports against agreed KPIs and attend quarterly review meetings.
7. Develop, implement, and support quality improvement activities and contribute to the development of nursing research within a clinical risk management framework, evidence-based practice, and patient focused outcomes within renal vascular access.
8. Promote the maintenance of effective communication channels between internal and external stakeholders.

9. Provide leadership in contemporary nursing practice and promote an environment conducive to innovation and change.
10. 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 CNC - Renal Vascular Access receives guidance, direction, and support from the Nurse Unit Manager and functions with a degree of autonomy in collaboration with clinical line management and other members of the multidisciplinary team. The occupant of this role is responsible for:

- Effective planning, implementation, and evaluation of a range of educational programs for individuals with CKD requiring vascular access and patients receiving haemodialysis in collaboration with the Nurse Unit Manager and nephrology team members.
- Program delivery across a range of practice settings and learner groups as required.
- Reporting against identified KPIs.
- Actively participating in his/her own continuing professional development.
- 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.
- Actively participating in and contributing 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. Demonstrated experience and high level knowledge and skills in the area of practice; and ability to apply teaching and learning strategies in the clinical area, including the development, implementation and evaluation of patient education, self-care modelling and support activities.
2. Sound knowledge of contemporary education and health issues, and their impact on the knowledge and skill requirements of the patient population.
3. Demonstrated ability to apply and develop quality improvement and nursing research strategies in the practice environment, including the ability to implement effective change management strategies.
4. High level interpersonal, including written and verbal communication, skills, with the proven ability to function effectively within a multi-disciplinary environment.
5. Demonstrated understanding of workplace safety and principles of workplace diversity, and the legal and ethical considerations related to nursing in the practice area.

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 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](#).