DEPARTMENT OF HEALTH

Statement of Duties

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| **Position Title:** | Clinical Nurse Consultant – Patient Blood Management |
| **Position Number:** | 514149 |
| **Classification:** | Registered Nurse Grade 6 |
| **Award/Agreement:** | Nurses and Midwives (Tasmanian State Service) Award |
| **Group/Section:** | Tasmanian Health Services – Nursing Services |
| **Position Type:** | Permanent, Part Time |
| **Location:** | North West |
| **Reports to:** | Executive Director of Nursing and Midwifery |
| **Effective Date:** | August 2018 |
| **Check Type:** | Annulled |
| **Check Frequency:** | Pre-employment |
| **Essential Requirements:** | Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse.  *\*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:** | Relevant post-graduate qualifications. |
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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:

Under the broad direction of the Executive Director of Nursing and Midwifery, take a lead role in the development and promotion of efficient and effective patient blood management based on best practice principles. The Clinical Nurse Consultant (CNC) will:

Provide advanced patient blood management practice development, education and strategies, including providing patient blood management services, to patients and their carers, clients and health professionals.

Ensure the principles of contemporary evidence-based patient blood management practice are integrated into nursing practice through the development, coordination, implementation and evaluation of nursing projects in order to improve patient outcomes.

Develop and implement clinical policy and guidelines with regard to National guidelines, legislated governance and National Clinical Standards.

Function as a clinical specialist in a multi-disciplinary team working to promote safe, informed and appropriate use of blood components and blood products and optimisation of patient’s own blood.

Lead, implement and promote practice change to all medical, nursing, scientific and other hospital staff.

Promote and manage continuous improvement processes, including the review of clinical safety events related to patient blood management, and contribute to the development of action plans and evaluation.

### Duties:

1. Provide high-level knowledge, skills and expert clinical advice and guidance in patient blood management practice, safety and other relevant areas, across paediatric, adult and geriatric patient populations inclusive of acute and sub-acute health services.
2. Establish and maintain multidisciplinary formal networks with relevant health professionals, networks and service providers.
3. Provide clinical leadership in the ongoing review and evaluation of current patient blood management practice, policies, procedures and guidelines, ensuring principles of evidence-based practice are applied. Collaborate with all state and territories in evidence based best practice.
4. Ensure a collaborative, professionally informed, multi-disciplinary approach to service delivery and available resource utilisation, across a variety of care settings.
5. Provide clinical leadership in nursing and to other specialist professions by building and maintaining strong relationships with Clinical Operational Directors, Nursing Directors, Nurse Unit Managers, Medical Departmental Heads, and other program or service managers to encourage stewardship and “transfusion champions” to drive Patient Blood Management initiatives in clinical areas, as well as providing leadership and clinical support to any transfusion nursing position that may sit under the CNC - Patient Blood Management.
6. Plan, implement, review and evaluate patient blood management clinical education including mandatory education and training requirements.
7. Undertake and disseminate the results of research undertaken within the THS and at a national level related to patient blood management practice and provide detailed reports to the THS-North West Hospital Transfusion Committee, and where applicable to the statewide Blood Management Group.
8. Instigate practice change where applicable, based on recommendations from current research.
9. Report on and contribute to the investigation, reporting and follow up of adverse and/or near miss events related to patient blood management practice and instigate changes to practice where required.
10. 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.
11. 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 will work with a significant degree of autonomy with broad direction provided by the Executive Director of Nursing and Midwifery (EDONM), Clinical Director Medicine and the Haematology Consultant. The CNC is responsible for:

* Developing, implementing, maintaining and evaluating clinical practice protocols and guidelines to support the best practice patient blood management.
* Facilitating clinical improvements that align with the objectives established related to effective patient blood management.
* Developing strong collegial links and partnerships with other Clinical Nurse Consultants.
* Promoting a cohesive team approach with members of the health care team involved in the provision of patient blood management.
* Providing direction and guidance to the Registered Nurse - Transfusion to support understanding of their responsibilities and duties.
* 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:
   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. Demonstrated advanced clinical expertise and competency in patient blood management, with an awareness and understanding that ensures optimal patient care/outcomes.
2. Comprehensive knowledge of the legal and ethical requirements, relevant policies and procedures and National Safety and Quality Standards related to patient blood management, and the prescription and administration of blood components and products.
3. Demonstrated ability to guide and motivate a multi-disciplinary team in the development, implementation and evaluation of quality improvement and clinical risk management activities.
4. Highly developed interpersonal, communication and negotiation skills and proven ability to educate, influence and be credible to a range of health professionals and consumers.
5. Sound knowledge of research methodology combined with demonstrated application of evidence-based practice in a health care setting.
6. Proven highly developed organisational skills and demonstrated ability to work effectively and autonomously within a multidisciplinary team-based environment.

### 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](https://www.health.tas.gov.au/consumer-and-community-engagement-principles).