

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist – Acute Treatment Unit
Position Number:	526426
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
Position Type:	Permanent, Full Time/Part Time
Location:	South
Reports to:	Manager - Peacock Centre
Effective Date:	October 2021
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><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:	Holds, or is working towards, relevant tertiary qualifications.
Position Features:	<p>Employees should refer to the advertised position for details of hours of work (shift work or day work) and total hours per fortnight required.</p> <p>Employees employed in this job may be required to participate in an on-call roster</p>

Employees may be required to work at various locations within the advertised region

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 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:

- Provides expert knowledge utilising an advanced clinical framework in the management of consumers with complex mental health needs within the designated area of practice.
- Develops, implements, coordinates and evaluates relevant activities to improve patient outcomes within the multi-disciplinary team.
- Participates as an active member of the Peacock Acute Treatment Unit in delivering quality community based inpatient care and treatment.

Duties:

1. Display advanced clinical practice skills and promotes best practices within the Peacock Acute Treatment Unit by acting as a resource person to other staff in the management of complex clinical issues.
2. Undertake the provision of recovery focused specialist mental health assessments and assertive care and treatment, using recognised assessment methods and evidence-based interventions, for a designated number of clients within a designated community setting.
3. As a member of the multi-disciplinary team, participates in the multi-disciplinary team review of clients, including supporting staff to develop, monitor and evaluate clinical outcome measures.
4. Maintain appropriate records of assessments, interventions and specialised reports, and assist in the maintenance of appropriate records systems.
5. Develop and maintain integrated clinical links across the mental health sector, with non-Government Organisations and other Service Providers.
6. Act as an Authorised Officer under the Mental Health Act when required.
7. Co-ordinate the overall delivery of direct nursing care on a designated shift
8. Facilitate the overnight operations of the SMHS statewide triage service
9. Accept responsibility as the 'designated nurse responsible' for the overall coordination and oversight of medication practises within a specific site setting as per legal requirement, policies and procedures.
10. Develop clinical guidelines, policies and procedures relevant to the practice area in conjunction with the service manager and relevant other staff.
11. Maintain and promote a safe work environment for staff, consumers and visitors.
12. Develop, implement and evaluate quality improvement activities in consultation with the service manager and relevant other staff.

13. In conjunction with the service manager identify professional learning needs of unit nursing staff and develop, implement and review strategies to address those needs.
14. Precept students where required or support other nurses in precepting students.
15. Promote a culture which supports action-based research and promotes the application of evidence based research by nurses in the practice setting.
16. 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 and related training.
17. 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:

Professional support and supervision is provided from the Nursing Director or the approved delegate.

Clinically and administratively responsible to the service manager, the Clinical Nurse Specialist:

- Accepts accountability and responsibility for own standard of professional practice in accordance with established professional guidelines and legal requirements.
- Acts as clinical resource person, providing guidance and support to Registered Nurses, and other members of the multi-disciplinary team.
- Implements the Mental Health Act as an Authorised Officer.
- Is responsible for recognising and maintaining one's own professional development.
- Maintains knowledge of contemporary evidence-based practice.
- Where applicable, exercises 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.
- Complies 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:

- I. 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 comprehensive knowledge of clinical nursing practice in a variety of settings, with at least five years post – graduate clinical nursing experience directly applicable to Mental Health settings.
2. Comprehensive knowledge and understanding of relevant legislation and awards, including the Mental Health Act, Right to Information Act, Work Health and Safety and relevant statutory requirements and departmental procedures and policies.
3. Highly developed interpersonal skills, including written and oral communication, negotiation and conflict resolution skills, and the proven ability to work constructively as part of a multi-disciplinary team at both service and community levels.
4. Demonstrated ability to act as a clinical resource in the clinical setting.
5. Highly developed clinical management and leadership skills with demonstrated ability to act as a multi-disciplinary team member and provide support to the service manager.
6. Ability to apply the principles of clinical risk management, quality improvement, nursing research, performance monitoring and evaluation strategies relevant to the clinical area.
7. Demonstrated ability to precept nurses, undergraduate and postgraduate student nurses.

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](#).