

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Clinical Practice and Standards
Position Number:	Generic
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South - Royal Hobart Hospital Surgical and Perioperative Services
Position Type:	Permanent, Full Time/Part Time
Location:	South
Reports to:	Relevant Nurse Unit Manager (NUM)
Effective Date:	March 2022
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:	Relevant postgraduate qualifications

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:

Under the broad direction of the relevant Nurse Unit Manager (NUM), take a lead role in the development and promotion of efficient and effective provision of high quality, accountable and measurable healthcare based on best practice clinical principles to foster a learning and research culture in the clinical environment.

The Clinical Nurse Consultant - Clinical Practice and Standards:

- Provides advanced clinical leadership, direction, and change management to facilitate the progression of strategic objectives for Surgical and Perioperative Services through the development and implementation of associated standards of practice, models of care, relevant service policies, procedures, and guidelines.
- Provides advanced clinical expertise and leadership in patient safety and quality initiatives/activities and programs across Surgical and Perioperative Services and offer specialist advice, information, and consultation to staff to meet statutory, policy and regulatory requirements related to safety and quality including the National Safety and Quality Health Service (NSQHS) Standards.

Duties:

1. Provide clinical consultancy services using the principles of contemporary based evidence on issues of standards of practice and the delivery of clinical care, acting as a clinical resource, advisor, mentor, role model and technical expert in relation to Surgical and Perioperative Services.
2. Lead innovation and change to develop responses to address emerging service needs in relation to safety and quality across Surgical and Perioperative Services.
3. Develop and implement clinical risk management strategies appropriate to the clinical setting, consistent with best practice and customer focused outcomes.
4. Lead and facilitate the use of the safety event monitoring system, including coordinating investigations, providing feedback and advice, and assisting with implementing and evaluating risk action plans.
5. Lead and facilitate, as necessary, Root Cause Analysis (RCA), London Protocol and Serious Incident Investigations with the development and evaluation of action plans and implementation of ratified recommendations.
6. Responsible for the professional development of self and others utilising contemporary practice in the delivery of improved standards of care.
7. Lead the coordination of Unit activities relating to:
 - Evaluating current practice and risk management to facilitate positive changes in practice, in conjunction with members of the multidisciplinary team.
 - Formulating and implementing policies, protocols, and guidelines to improve safety, quality, and consistency in care.
 - Implementing changes in clinical care practices as indicated by the results of quality improvement programs, research findings, data analysis and benchmarking.
 - Leading the implementation of the National Standards, evaluating care, and reporting on outcomes to Surgical and Perioperative Services staff and hospital committees.
 - Overseeing audit processes, identifying trends, and recommending areas for improvement and implementing Quality Improvement activities and education.
 - Overseeing completion and recording of staff mandatory competencies and running compliance reports from Tasmanian Health Education Online (THEO) and the ProAct Rostering System.

8. Identify the educational needs of staff within the Unit, providing direction and assistance to enable knowledge and skills to be developed and enhanced.
9. Assist consumers who wish to make a complaint, commendation or provide feedback, and assist with the investigation and resolution of complaints including, updating the consumer complaints and consumer experience modules in the Safety Reporting and Learning System (SRLS).
10. Contribute to the development and delivery of clinical nursing education, working in conjunction and collaboration with the relevant NUM, the Associate Nurse Unit Managers (ANUMs), Clinical Nurse Educators (CNE) and Clinical Coaches.
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 Clinical Nurse Consultant - Clinical Practice and Standards will work with a significant degree of autonomy, responsible to the relevant NUM, and will be accountable for the standard of nursing care and patient services delivered within the Unit.

The occupant will:

- Develop, implement, maintain, and evaluate clinical practice protocols and guidelines to support the provision of optimal patient care.
- Facilitate clinical improvements that align with the strategic objectives of the Unit and Agency.
- Ensure the principles of contemporary evidence-based practice and research are integrated into nursing practice through the development, coordination, implementation, and evaluation of nursing projects to improve outcomes for patients.
- Develop strong collegial links and partnerships with other Clinical Nurse Consultants and relevant clinical networks within the Royal Hobart Hospital (RHH), the Hospitals North/North West and interstate.
- Promote a cohesive team approach with members of the health care team involved in the provision of surgical and perioperative care.
- 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.
- 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. Extensive experience with demonstrated advanced level of clinical expertise in surgical or perioperative nursing; is completely patient/client focused, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, and demonstrates resilience in the delivery of safe and quality patient care.
2. Demonstrated ability to provide contemporary leadership that facilitates the ongoing development of clinical practice, together with the ability to initiate, guide and motivate a multidisciplinary team in the development, implementation and evaluation of innovation and change development, quality improvement, action research and clinical risk management activities to address emerging service needs in relation to Safety and Quality.
3. Demonstrated ability to implement changes and develop direction in clinical practice through planning, quality improvement and research.
4. Highly developed interpersonal, communication and negotiation skills and proven ability to present reports, educate, influence and be credible to a range of health professionals and consumers.
5. Demonstrated advanced specialist knowledge, experience, and clinical skills in relation to Safety and Quality and the NSQHS Standards and other relevant professional organisations in surgical and perioperative care, with a demonstrated awareness of professional, legal, and ethical issues which impact on service delivery.
6. Demonstrated critical thinking and reasoning skills, including advanced problem-solving skills and expert clinical judgement in relation to Safety, Quality and Risk management practices including the application of evidence-based standards of practice within a health care setting.

Working Environment:

Surgical and Perioperative Services mission and purpose is to deliver high quality healthcare through the most efficient and innovative use of available resources, using planning and evidence-based strategies. Our vision is to be renowned for Surgical and Perioperative Services healthcare, teaching and research. Surgical and Perioperative Services is a values-based department. If your personal and work values are consistent with those developed by our staff, we're sure you'll find Surgical and Perioperative Services a great workplace. Our decisions and behaviours are guided by the following workplace values:

- **Patient first** - Patient and family-centred care is about putting patients' and families' experiences, priorities, and trust first.
- **Personal responsibility** - Being responsible for our own actions and behaviours.
- **Pride in what we do** - We take pride in who we are and what we do, and we do what is right, always.
- **Passion for improvement** - As it inspires us to achieve great things.

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](#).