

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant
Position Number:	Generic
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North - Launceston General Hospital
Position Type:	Permanent, Full Time/Part Time
Location:	North
Reports to:	Nurse Unit Manager - WP Holman Clinic
Effective Date:	August 2020
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 in cancer nursing

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:

Provide clinical leadership and direction to improve the quality and continuity of care and support provided to clients in the outpatient oncology and haematology practice setting including advanced nursing care within scope of practice.

In collaboration with the Nurse Unit Manager - WP Holman Clinic (NUM) undertake nursing assessments, contributes to planning and coordinates the delivery of services to patients presenting to the WP Holman Clinic (Holman Clinic).

Develop effective relationships with other service providers across the hospital and within the community to improve services and service access.

Actively incorporate teaching, practice-based research and quality activities within the role to improve standards of care.

Provide authoritative clinical expert advice and supports and coordinates the patient's care and is an integral part of the interdisciplinary team throughout the patient's treatment.

Duties:

1. In collaboration with NUM, coordinate the day-to-day delivery of clinical services within the Holman Clinic to achieve agreed outcomes and consistency with current standards of care for oncology and haematology patients.
2. Promote a professional focus and environment conducive to innovation and change, initiating, supporting and participating in nursing research appropriate to the clinical setting, utilising approved research methodology and ensuring nursing practice is evidence based.
3. Provide advanced nursing care to patients with complex care needs and act as a clinical resource for unit staff in the delivery of care to patients treated in the clinic.
4. Facilitate effective communication between hospital staff, community care and consumers, in particular supporting negotiated problem solving with high risk, complex individuals and their families in order to achieve agreed care plans and outcomes.
5. Contribute expertise to the review and development of clinical practice policy and procedures and as required implement changes in patient care practices as indicated by results of quality activity programs and research findings.
6. Function as a member of the inter-professional team in the provision of direct patient care and provide support, consultation and cooperation to other team members to ensure continuity of services for patients.
7. 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.
8. 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 will work with a significant degree of professional autonomy with the NUM providing general direction as required. The occupant works collaboratively with the inter-professional team and the NUM to provide advice and support for more complex care and care coordination issues as required, and is responsible for:

- Ensuring the delivery of a high standard of nursing care of patients within the Holman Clinic.
- Initiating, planning, implementing and evaluating quality care and for developing and maintaining effective relationships with patients and their families, as part of the inter-professional education and learning team.
- Recognising and maintaining own professional development needs as well as contributing to Performance Development Agreements for other clinical nursing staff.
- Ensuring personal and staff awareness of, and compliance with, workplace safety requirements through the adoption of best practice approach to continuing improvements in health and safety systems and practices.
- Championing 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, 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.

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 as a registered nurse with demonstrated advance level clinical expertise in the contemporary management of oncology and haematology patients within an inter-professional environment.
2. Demonstrated well developed and strong leadership, communication, consultation, negotiation and conflict resolution skills, including the ability to supervise, lead and motivate within a team environment, and negotiate on behalf of the service and its clients.
3. Demonstrated high level problem solving, conceptual and analytical skills with the ability to make independent and collaborative judgements.
4. Sound knowledge and understanding of workplace safety and its practical application to the practice setting.

5. Demonstrated ability to lead and support research and develop and apply continuous quality improvement activities.
6. Comprehensive knowledge and understanding of safety and quality and clinical risk management within an outpatient/day procedure practice setting.

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](#).