

Statement of Duties

Position Title: Clinical Nurse Consultant	Position Number: 524681	Effective Date: August 2019
Group: Hospitals South – Royal Hobart Hospital (RHH)		
Section: Southern Hospitals	Location: South	
Award: Nurses and Midwives (Tasmanian State Service)	Position Status: Permanent	
	Position Type: Full Time	
Level: Grade 6	Classification: Registered Nurse	
Reports To: Nurse Unit Manager (NUM)		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

Under the broad direction of the Nurse Unit Manager (NUM), take a lead role in the development and promotion of efficient and effective provision of care based on best practice clinical principles within the Unit. The Clinical Nurse Consultant will:

- Provide 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 models of care, relevant service policies, procedures and guidelines.
- Provide leadership and authoritative expertise in clinical care and interventions, as well as knowledge and guidance for individual case management.
- 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 in order to improve outcomes for patients.
- Promote and manage continuous improvement processes, including the review of clinical safety events, development of action plans and evaluation.
- Identify the clinical educational needs of nursing staff within the Unit, providing direction and assistance to enable knowledge and skills to be developed and enhanced. This is performed in conjunction with the Clinical Nurse Educators.

Duties:

1. Lead the formulation, implementation and evaluation of quality improvement and nursing practice activities, in collaboration with other staff in the Unit.
2. Develop and implement clinical risk management strategies appropriate to the clinical setting, consistent with best practice and customer focused outcomes.

3. Provide clinical consultancy on issues of clinical practice and act as a role model and expert clinician within Surgical and Perioperative Services.
4. Lead the coordination of Unit activities relating to:
 - Evaluation of current practice & risk management to facilitate positive changes in practice in conjunction with members of the multi-disciplinary team.
 - Formulating and implementing policies, protocols and guidelines to improve quality of, and consistency in, care.
 - Implementation of changes in clinical care practices as indicated by the results of quality improvement programs, research findings, data analysis and benchmarking.
 - Fostering a learning and research culture in the clinical environment.
 - Leading the implementation of the National Standards, evaluating care and reporting on outcomes to Perioperative Services staff and hospital committees.
 - Undertaking reviews of clinical safety events to identify contributing factors, evaluate system issues, provide feedback to staff and minimise risk of reoccurrence.
 - Provision of clinical consultancy input to the Equipment & Material Coordination Nurse.
5. Contribute to the development and delivery of perioperative clinical nursing education led by the Clinical Nurse Educators.
6. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
7. 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.

Scope of Work Performed:

The Clinical Nurse Consultant will work with a significant degree of autonomy with broad direction provided by the Assistant Director of Nursing and be accountable for the standard of nursing care and patient services delivered within the Unit. The Clinical Nurse Consultant 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 Tasmanian Health Service (THS).
- Develop strong collegial links and partnerships with other Clinical Nurse Consultants.
- Promote a cohesive team approach with members of the health care team involved in the provision of perioperative care.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

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 of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse.
- 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.

Desirable Requirements:

- Relevant post graduate qualifications.

Selection Criteria:

1. Extensive experience as a Registered Nurse with demonstrated advanced level of clinical expertise in perioperative nursing, with awareness and understanding that ensures optimal patient care/outcomes.
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 multi-disciplinary team in the development, implementation and evaluation of quality improvement, action research and clinical risk management activities.
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 educate, influence and be credible to a range of health professionals and consumers.
5. Comprehensive knowledge of the legal and ethical requirements, relevant policies and procedures and National Safety and Quality Standards in the area of perioperative care, with a demonstrated awareness of professional issues which impact on service delivery.
6. Demonstrated application of evidence-based practice in a health care setting.

Working Environment:

Surgical and Perioperative Services:

The Surgical and Perioperative Suite provides surgical, post anaesthetic recovery and in-patient care for all specialties with the exclusion of transplant and paediatric cardiac surgery. Elective surgery services provided include orthopaedic, ear nose & throat, plastics and reconstructive, urology, maxillo-facial, ophthalmology, vascular, obstetrics, exodontic, paediatric, gynaecology, colorectal, gynaecology/oncology, and general surgery plus state-wide referral services for cardiothoracic surgery, neurosurgery, neonatal surgery, burns and advanced upper gastrointestinal surgery. It also provides an Endoscopy service and 24 hour emergency surgery service.

In addition, the surgical units provide care for patients not requiring operative intervention.

Our 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 & Perioperative healthcare, teaching and research. Surgical & Perioperative Services is a values based department. If your personal and work values are consistent with those developed by our staff, you will enjoy this department. 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 (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.