

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Contenance and Urology
Position Number:	527178
Classification:	Registered Nurse Grade 5
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
Location:	South
Reports to:	Nurse Unit Manager - Orthopaedic and Surgical Specialties
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:	<p>Holds, or is working towards, relevant postgraduate qualifications</p> <p>Thorough assessment skills related to the management of continence and urological patients</p> <p>Previous experience in caring for continence and urological patients</p>

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:

The Continence and Urology role is supported by the Clinical Nurse Consultant (CNC) - Continence and Urology who provides expert clinical advice and leadership in Continence and Urology nursing, coordinates patient care in the multidisciplinary team, supports and promotes an environment that nurtures teaching, quality improvement, risk mitigation and research within the Continence and Urology environment.

The Clinical Nurse Specialist (CNS) - Continence and Urology works as a member of the multidisciplinary health care team, under the indirect supervision of the CNC and the Nurse Unit Manager (NUM). The CNS will support the CNC to provide appropriate and timely assessment and management of patients requiring Continence and Urology care.

The CNS - Continence and Urology role:

- Is involved in the planning and management of the Continence and Urology patients to ensure efficient and effective service delivery and improve healthcare outcomes for patients admitted by the Urology Unit.
- Contributes to the development of education programs in relation to management of Continence and Urology conditions and assists in delivering education to nursing staff.
- Undertakes quality improvement and clinical research activities and initiates strategies for change that contribute to continuous improvement and the application of evidence-based practice.

Duties:

1. Within a multidisciplinary environment, provide a specialist consultancy service and coordinate/deliver advanced nursing care relating to Continence and Urology.
2. In collaboration with medical staff, deliver evidence based, safe and effective management of Continence and Urology conditions. Daily patient review involving comprehensive patient centred clinical assessment, planning, intervention and evaluation with multidisciplinary input, as required.
3. Assist with CNC led outpatient reviews.
4. Respond to workplace learning needs identified in the clinical environment by providing time appropriate educational interventions by delivering face to face education and training designed for nursing staff and junior medical staff.
5. Contribute to the development and distribution of patient education information pamphlets regarding Continence and Urology conditions.
6. Demonstrate a commitment to ongoing professional development and the maintenance of contemporary clinical expertise.
7. Initiate and participate in the review, development and implementation of relevant policies, procedures and clinical protocols, and assists with research programs in the Urology Unit as required.
8. Undertake quality improvement and clinical research activities that contribute to continuous improvement and the application of evidence-based practice, including data collection and reporting of findings relating to service delivery, as well as collecting patient data for research studies.
9. 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.

10. 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 CNS - Continence and Urology operates with high-level autonomy within a multidisciplinary team environment and receives broad direction from the CNC and the NUM.

The occupant will:

- Provide specialist nursing care and education to staff, clients and their families/carers.
- Act as a clinical resource person, providing guidance and support to nurses and other members of the multidisciplinary team.
- Accept accountability and responsibility for their own standard of professional practice in accordance with established professional guidelines and legal requirements.
- 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:
 - 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. Advanced level of knowledge and skills in Continence and Urology nursing, combined with demonstrated knowledge and understanding of relevant professional governing body guidelines and standards.
2. Demonstrated advanced interpersonal skills, including written and verbal communication, with evidence of effective working relationships as well as the ability to prevent and manage conflict.
3. Ability to identify the learning needs of patients and staff in relation to Continence and Urology conditions and management and the skills to develop, deliver and evaluate education activities that will meet those needs.
4. Demonstrated ability to contribute to the development and evaluation of programs, policies and guidelines within the Continence and Urological specialty.
5. Sound knowledge of legal and ethical requirements regarding relevant policies and procedures of the practice setting. Demonstrates awareness of professional issues which impact on service delivery.
6. Ability to undertake quality improvement and research activities in addition to initiating, implementing and advocating change in the practice 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 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](#).