

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Continence
Position Number:	521412, 527192
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West – Primary Health Services Community Nursing South Esk
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	North
Reports to:	Nurse Unit Manager - Community Specialist Nursing Services
Effective Date:	April 2022
Check Type:	Annulled
Check Frequency:	Pre-employment and Recurrent
Essential Requirements:	Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse Current Driver's Licence <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>
Desirable Requirements:	Holds or working towards post graduate studies in continence

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:

This is an advanced clinical practice role with responsibility for coordinating the delivery of Continence Services across a broad community practice setting. The role will monitor the team's clinical load, allocate staffing resources in accordance with clinical practice experience and service priorities and provide clinical expertise in the management of more complex cases.

Support an integrated approach to service delivery by developing effective links with other public and community based health service providers and promote community awareness in relation to continence services.

Work collaboratively with the Nurse Unit Manager - Community Specialist Nursing Services in the evaluation, planning and development of continence services for the northern region of Tasmania and in the operational functioning of the service.

Duties:

1. Act as clinical leader in contemporary nursing practice in the delivery of nursing services through the planning, implementation and evaluation of patient management plans; the provision of staff education and input into patient care as required across the northern region of Tasmania. Maintain a clinical practice workload.
2. In conjunction with team members, devise, document, implement and review protocols, guidelines and procedures to enhance services to patients receiving care. Implement changes in practice as a result of research and best practice recommendations.
3. Promote the use of continuous quality improvement processes for clients requiring continence care services to achieve positive clinical outcomes, including the fostering and supporting of a clinical risk management framework in a community based clinical practice setting.
4. Facilitate and contribute to clinical teaching for undergraduate and postgraduate students, incorporating clinical expertise, principles of adult learning and reflective practice to promote a professional approach to innovative nursing practice.
5. Design, implement and evaluate educational and in-service programs for clients, families, peers, members of the health care team and the community. Undertake a pro-active role in fostering links with the University of Tasmania in relation to teaching and research.
6. Contribute to organisational planning, development and evaluation of the unit in relation to overall clinical services.
7. Ensure personal and staff awareness of, and compliance with, the Work Health and Safety Act and Occupational Health and Safety Policy and Procedures, through the adoption of a best practice approach to continuing improvement in health and safety systems and practices.
8. 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.
9. 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 Nurse Unit Manager - Community Specialist Nursing Services will provide general direction for the performance of responsibilities associated with this position, including providing advice and support for clinical practice/coordination issues. The occupant of this position is responsible for:

- Acting with a significant degree of independent professional judgement and decision making in the day to day coordination of services. This includes monitoring the clinical workload of the team, allocating resources in accordance with service priorities, evaluating nursing interventions and leading quality improvement and clinical education activities.
- Working collaboratively with the Nurse Unit Manager - Community Specialist Nursing Services in the planning, implementation and evaluation of regional continence services.
- Fostering the continuation of the Continence Clinical Network to ensure consistency of practice, policies and guidelines.
- Practicing within the Australian Nursing and Midwifery Council (ANMC) Competencies for Registered Nurses, Professional Code of Conduct and Code of Ethics and actively participate in personal and professional development activities.
- 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
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

* as required by CHSP, occupants of this role are required to undertake a conviction check assessment every three years.

Selection Criteria:

1. Comprehensive knowledge of primary health care principles and contemporary nursing practice, clinical governance and risk management; evidenced based practice and clinical standards and ethics as it applies to the specialty.
2. Demonstrated problem solving, decision-making and analytical skills with particular reference to continence assessment and management.
3. Demonstrated contemporary knowledge and skills in leadership, conflict resolution, community consultation and highly developed communication and interpersonal skills.
4. Sound knowledge of research methodology and continuous quality improvement principles and their application within the clinical setting, with the ability to undertake quality improvement and research activities to effectively review and develop policies and procedures and initiate/implement changes within the practice setting.
5. Working knowledge of, and ability to comply with Work Health and Safety Act, policies and procedures.

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 | Tasmanian Department of Health](#).