

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Consultant - Haemodialysis Vascular Access
Position Number:	519107
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South – Medical and Cancer Services Renal Unit
Position Type:	Permanent
Location:	South
Reports to:	Nurse Unit Manager - Nephrology
Effective Date:	February 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:	Holds or working towards a postgraduate qualification relevant to the position

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 Clinical Nurse Consultant for Haemodialysis Vascular Access provides best practice clinical leadership and quality patient management in a Multi-Disciplinary Team at Royal Hobart Hospital and other Hospitals sites for patients requiring vascular access for the purpose of dialysis. They work in partnership with the Consultant Nephrologist, Nurse Unit Manager, Vascular-Surgical team, Radiology team, Dialysis Nursing team and the broader Multidisciplinary team to provide an advanced level nursing service using expert clinical judgement, skills and knowledge in the care and management of vascular access in patients with chronic kidney disease and end stage kidney disease.

The Clinical Nurse Consultant for Haemodialysis Vascular Access creates a centre point of referral and coordination for renal vascular access creation and management. They develop and support the delivery of patients care with respect to dialysis vascular access monitoring and management using evidence-based practice and the implementation and promotion of quality improvement activities and research within and external to the Tasmanian Health Service.

Duties:

1. Develop and coordinate a clinical pathway for dialysis vascular access, including referral to facilitate access formation.
2. Provide clinical nursing consultancy on issues of clinical practice involving dialysis vascular access and act as a role model and expert clinician in the clinical setting, in accordance with best practice principles.
3. Develop, implement and evaluate policies, procedures, clinical guidelines, protocols, and maintain a dialysis vascular access database for the Royal Hobart Hospital.
4. Collaborate with the Nurse Unit Manager, Nephrology Nurse Practitioner, Chronic Kidney Disease Co-ordinator, Clinical Educator and the Multidisciplinary team to assess, plan, and arrange implementation of educational programs for individual patients, according to current evidence and best practice guidelines.
5. Provide leadership in contemporary nursing practice and promote an environment conducive to innovation and change.
6. Develop, implement, and support quality improvement activities and research projects around dialysis vascular access particularly within a clinical risk management framework consistent with evidence-based practice and customer focused outcomes. Present and promote QI/Research work locally, nationally and internationally.
7. Promote the maintenance of effective communication channels between internal and external stakeholders.
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 CNC - Haemodialysis Vascular Access will:

- Work with a significant degree of autonomy with broad direction and supervision from the line manager.
- Be responsible for ensuring that their clinical practice complies with ANMC Competencies, Professional Code of Conduct and Code of Ethics for Registered Nurses ensuring the delivery of a high standard of nursing care of patients within this specialised area.

- Be responsible for initiating, planning, implementing and evaluating quality patient care and for developing and maintaining effective relationships with clients, their families and carers and other health care team members.
- Work collaboratively with the health care team and other health care providers, both locally and on a statewide basis, providing advice and support for more complex care and care co-ordination issues as required.
- Ensure personal and staff awareness of, and compliance with, workplace safety requirements through the adoption of a best practice approach to continuing improvement in health and safety systems and practice.
- 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 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.

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. Demonstrated extensive clinical knowledge and experience in the relevant practice area of renal nursing and dialysis vascular access.
2. Ability to apply contemporary leadership and management principles in the clinical setting relevant to the role.
3. Knowledge of contemporary professional and organisational development issues affecting the legal and ethical requirements in renal nursing and vascular access.
4. Ability to develop, implement and evaluate dialysis vascular access surveillance and management strategies in collaboration with the Renal Multidisciplinary team.

5. Ability to apply advanced communication, interpersonal and motivational skills in a multidisciplinary and inter-professional environment including the ability to negotiate on behalf of the patient and service and provide relevant reports and documents as required.
6. Demonstrated ability to develop, implement, and evaluate the development of educational programs in the clinical setting.
7. Ability to apply and develop quality improvement and nursing research strategies in the practice environment.

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 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](#).