

School Health Nurse

STATEMENT OF DUTIES		October 2019
Number	Generic	
Portfolio	Children and Young People	
Branch	Specified Learning Services	
Section	School Health Nurse Program	
Sub-Section/Unit/School	N/A	
Supervisor	Nurse Managers and Director of Nursing – School Health Nurse Program	
Award/Agreement	Nurses and Midwives (Tasmanian State Service) Award	
Classification	Grade 4	
Employment Conditions	Fixed-term, full-time, 38 hours per week/76 hours per fortnight, 52 weeks per year including 4 weeks annual leave.	
Location	South/North/North West	

Primary Purpose

Provide clinical assessment, screening and support to individuals and groups and undertake early detection activities and provide supported referrals for students in the school/college setting.

Participate in the development and implementation of health promotion activities in collaboration with key stakeholders.

Level of Responsibility/Direction and Supervision

The occupant is accountable for initiating, implementing and evaluating quality nursing care and the efficient and effective use of resources in accordance with the Department's legal and policy requirements.

The occupant operates with professional independence and is accountable for maintaining nursing practice standards and service delivery outcomes. Overall guidance and strategic leadership received from the supervisor.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

Primary Duties

1. Work with schools/colleges to improve, inform and maintain a health promoting culture and improve the health and wellbeing of students and families.
2. Undertake nursing practices including clinical assessment, early detection and intervention, screening, health education/information, short term support and appropriate referral ensuring a student and family-friendly client-centred approach to service delivery.
3. Develop, implement and evaluate health promotion projects with small groups, year levels, schools/colleges and communities.
4. Work effectively within a multidisciplinary environment collaborating with both internal and external service providers and school/college staff and actively contribute to internal communication processes including attending and participating in team meetings.
5. Active involvement in maintain and continually improving the quality of service provision which may involve participation in research projects, quality improvement initiatives and innovations in evidence based practice. Maintain a high standard of documentation and data collection.
6. Maintain knowledge of innovations in clinical practice and research, and maintain and develop professional knowledge and skills through participation in continuing professional development programs and annual training requirements as prescribed by the manager.
7. Actively participate in and contribute to the organisation's Quality & Safety and Work, Health & Safety processes and adhere to relevant legislation, policies and procedures.
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.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Demonstrated knowledge and skill relevant to the nursing target area including competence in assessment skills, counselling skills, group facilitation and presentation skills.
 2. Ability to plan, implement and evaluate health promotion projects.
 3. Current and comprehensive knowledge and the ability to apply primary health care principles, legal requirements and harm minimisation approaches relevant to the practice setting.
 4. Contemporary knowledge of child and youth health issues including sexual health, mental health, alcohol and other drugs, sexuality and gender diversity, nutrition and physical activity, and of child development priorities including nutrition and physical activity, mental health and screening priorities.
 5. Knowledge of and commitment to continuous quality improvement and evidence-based practice.
 6. Effective communication and interpersonal skills, including skills relating to working within a multidisciplinary team, and demonstrated competence in problem solving and decision making.
 7. Assess the holistic health needs of clients and community groups.

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.

Essential

- Registration with the Nursing and Midwifery Board of Australia.
- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

Desirable

- Current drivers licence.
- Relevant post-graduate health qualification or other post graduate Paediatric qualification.

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures.** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

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 manager can provide details to the occupant of delegations applicable to this position.

The Department has 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 the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control 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 or to the Manager Internal Audit.

We 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.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 964915 – Manager Vacancy and Staffing Services

VEM

Date Duties and Selection Criteria Last Reviewed: 03/15 VRH, 10/19 DRL/CD
