Austin Health
Position Description

Position Title: Genetic Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant A/B (ZF4/ZJ4) (dependant on year of experience)
Business Unit/ Department:	Clinical Genetics
Work location:	Austin Health
Agreement:	Nurses and Midwives (Victorian public sector single interest employer enterprise agreement 2020-2024
Employment Type:	Fixed Term 12 month
Hours per week:	19 hours
Reports to:	Manager Clinical Genetics
Direct Reports:	0
Financial Management:	nil
Date:	September 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan here.

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing

our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About Clinical Genetics

Austin Health Clinical Genetics Service coordinates and delivers clinical genetics services at Austin Health, Eastern Health and Northern Health. In addition, Familial Cancer clinics are conducted at Albury/Wodonga, Ballarat and Shepparton.

Purpose and Accountabilities

An opportunity exists for a registered nurse to join our genetics workforce. As a member of the Clinical Genetics team, you will be involved in direct and indirect clinical care of patients seeking information and genetic testing in relation to their personal and/or family history of cancer, associated data and medical history record collection, and for some research activities undertaken in the department.

Direct Clinical Care:
- **Involved in clinical intake calls for cancer genetics referrals including collecting appropriate and complete information**
- **Facilitate genetic testing including informed consent**
- **Follow up of genetic test results and communicate with patient and referring clinicians**
- **Work in conjunction with other genetics team members such as clinical geneticists, oncologists, medical specialists, genetics fellows, genetics counsellors, data managers and administrative staff in providing an effective genetic service.**
- Lead others to develop skills in comprehensive care planning to maximise patient outcomes and achieve goals of care.
- Lead and advise in partnership with multidisciplinary team, to address abnormalities in assessment information in all clinical situations.
- Lead and advise in partnership with multidisciplinary team to ensure goals of care and planned patient outcomes are achieved.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching.
- Provide expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Facilitate multidisciplinary care planning processes to achieve clinical outcomes
- Lead the multidisciplinary team handover, huddles and advise on key priorities as required.

Education:

- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Lead/coordinate local networks and forums to share and extend professional knowledge and build collegial relationships.
- Identify and implement strategies to support staff with their learning needs.

Research:

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Lead, guide and support others to deliver evidence-based practice.
- Identify best practice research to address gaps in nursing practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.

Support of Systems:

- **Ensure the maintenance of accurate hospital & genetic records and database for patients and family members seeking genetic counselling.**
- Contribute to organisational level strategic planning and drives local strategic plan initiatives.
- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHSS to drive practice improvement at the local level.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Lead staff to adhere to organisational EMR policy and practice.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Professional Leadership:

- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.

- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication and leadership skills consistently.
- Establish a culture that values and celebrates leadership.
- Create a culture of nursing practice where teamwork, diversity and inclusion are central to delivery of care.

All Employees;
- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Essential Knowledge and skills:
- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Experience in oncology nursing
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable
- Experience in cancer genetics and/or genomic medicine or related fields
- Excellent interpersonal, problem-solving and organisational skills.
- Ability to work as part of a multidisciplinary team as well as autonomously.
- Patient focused, compassionate attitude.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be

treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our website.

Document Review Agreement

Manager Signature	
Employee Signature	
Date	