

Austin Health

Position Description



Position Title: Palliative Care Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant C (CAPR 4)
Business Unit/ Department:	Palliative Care Consultancy
Work location:	Austin Health [x] Heidelberg Repatriation [x] Royal Talbot [x] Other [x] (Patient's Residence)
Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020 - 2024
Employment Type:	Ongoing Full Time or Part Time
Hours per week:	40 hrs
Reports to:	Palliative Care CNC Manager
Direct Reports:	0
Financial management:	Budget: N/A
Date:	October 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](#).

Position Purpose

The Palliative Care Clinical Nurse Consultant (CNC), in collaboration with relevant medical staff, is responsible for providing advanced practice nursing care for patients requiring palliative care, including clinical and research activities. This role will deliver evidence based nursing care that meets professional, organisational, legal and ethical standards in order to optimise outcomes for these patients.

The position may require working in the Palliative Care Consultancy service to inpatients of Austin Health, in the Palliative Care Outpatient Clinic, in the Palliative Care home services in the patient's home or residential aged care facility, and liaising with Community Palliative Care Services. Services are provided Monday to Saturday and staff are expected to participate in the Saturday Consultancy roster.

About the Palliative Care Service

The Olivia Newton-John Cancer Wellness and Research Centre (ONJ Centre) provides comprehensive cancer services, including medical oncology, clinical haematology, radiation oncology, surgical oncology, wellness and supportive care programs, and palliative care services.

The Palliative Care Service includes a 24-bed specialist inpatient Palliative Care Unit, a Consultancy service to inpatients of Austin Health, a Palliative Care Outpatient Clinic, Palliative Care home services in the patient's home or residential aged care facility and liaising with Community Palliative Care Services. The Palliative Care CNC is an integral team member of all elements of the Palliative Care Service.

Purpose and Accountabilities

Direct Clinical Care

- Receipt and triage of referrals from medical and nursing staff at the Austin, and from other hospitals referring patients to the Austin for palliative care needs
- Introduce the concept of palliative care to patients and families who have had no prior involvement with a palliative care service
- Provision of advanced nursing assessment of palliative care needs, including, where relevant, discussion of relevant clinical trials
- Advise treating units regarding specialist palliative care planning including assistance with defining patients' wishes and goals of care
- Assess eligibility and suitability, and prepare patients and families accordingly, for transfer from the acute setting to the sub-acute Palliative Care Unit
- Provide comprehensive education and counselling to patients and family where required
- Coordinate timely palliative care expertise and support across the complete patient journey, including care planning, discharge planning, symptom management and/or end of life care

- Systematically screen and assess supportive care needs, and referral of patients into wellness and supportive care services as required
- Coordinate the presentation of patients at the unit multi-disciplinary meetings
- Triage referrals and coordinate the multidisciplinary Palliative Care clinic, providing advance practice palliative care nursing, and maximise clinic activity
- Liaise with the referring units, wards, residential facilities, Residential In Reach, and community palliative care services to facilitate optimal palliative care in the inpatient, ambulatory, home and residential care settings
- Appropriately utilise high quality patient information resources to support the patient, and development new resources where required
- Provide or utilize the Palliative Care home services including residential aged care to facilitate discharge or prevent admission where appropriate
- Co-ordinate referrals of Austin patients to other hospitals or aged care facilities if needed.

Education

- Implement and evaluate the organisation-wide Palliative Care Education Framework, including provision of education to other relevant staff on best practice palliative care, regarding evidence, guidelines and procedures, including at staff inservices, study days and individual staff support and development
- Ensure ongoing personal and professional development and portfolio maintenance, including further education, conferences, workshops, and communities of practice
- Develop palliative care nursing expertise through knowledge of current research, new developments and evidence based practice in allocated areas
- Promote the Palliative Care CNC roles and the department via presentation within Austin Health and externally at conferences on an annual basis.

Research

- Initiate or be involved in clinical research projects
- Identify opportunities for quality improvement in the care of patients through literature review, observation, audits, incidents, staff and patient feedback, and work collaboratively with the multi-disciplinary team to address quality and service improvement issues identified
- Identify opportunities for process redesign aligned with evidence base practice and to support other staff in change implementation
- Actively contribute to the development and review of policies and practice guidelines aligned with evidence base practice
- Actively develop and maintain high quality and current patient information resources
- Actively involved in the collection of data for purpose, including as required by Department of Health and the Palliative Care Outcomes Collaborative (PCOC).

Support of Systems

- Understand and optimize the utilisation of Austin Health Clinical Informatics systems including Cerner Oncology
- Actively collect accurate activity and clinical data where required, including the Palliative Care Outcomes Collaborative (PCOC), and maximise opportunities for utilization of data for quality, service improvement, research and funding purposes

Professional Leadership

- Acts as a clinical resource and provides an advisory, informing, educating and mentoring function to clinicians within Austin Health

- Acts as a “champion” for palliative care throughout the organisation, providing clinical nursing expertise and direction in line with clinical standards, policies and procedures
- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Provides leadership in clinical situations demanding action that meets the needs of patients, staff, and organisation
- Provides efficient customer focused service commensurate with senior status and role.
- Maintains a professional demeanor and serves as a role model for all nursing staff, both as a clinician and in line with behavioral expectations
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and support succession planning
- Maintains and fosters relationships with appropriate internal and external stakeholders in area of clinical expertise
- Actively participates in the nursing professional network, including the Advance Practice Nursing collaborative, and the implementation of the Nursing Professional Practice Framework.

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 centred 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:

- Registered nurse with the Nursing and Midwifery Board of Australia
- Post graduate qualification in palliative care nursing or equivalent
- Significant specialist palliative care experience, with experience in a senior nursing role
- Evidence of a commitment to excellence in the care of palliative care patients, with demonstrated understanding of the care and management in an inpatient, ambulatory and community setting
- Excellent organisation, time-management skills and attention to detail
- Excellent written and verbal communication and interpersonal skills
- Demonstrated analytical and problem-solving ability
- Ability to work collaboratively as a team member and autonomously to meet patient needs and the goals of the Unit

- Experience in utilising information technology to optimise patient care, including electronic medical record systems, clinical systems, and business software

Desirable but not essential:

- Experience in nursing research and research skills
- Previous experience in a similar role in an inpatient, ambulatory and community setting
- Aged care nursing experience

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

We welcome applications from Aboriginal and Torres Strait Islander people. 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	