

Position Description

Oncology Clinical Nurse Consultant – Prostate Cancer Survivorship Nurse Led model of care

Classification:	Clinical Nurse Consultant C (CAPR 4.1 or 4.2)
Business unit/department:	Ambulatory Cancer Services
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	16
Reports to:	Oncology CNC Manager
Direct reports:	0
Financial management:	Budget: n/a
Date:	June 2025

Position purpose

The Oncology Clinical Nurse Consultant (CNC) – Prostate cancer survivorship nurse led model of care provides advanced practice nursing to prostate cancer patients in the post definitive radiotherapy survivorship phase

This includes:

- care coordination to navigate the complexities of their care pathway
- education regarding their disease, treatment, informed decision making,
- symptom and toxicity management and self-care strategies
- managing the consequences of treatment (particularly urinary incontinence and sexual dysfunction)
- supportive care screening and referral
- collaborating with the Radiation Oncology medical staff, other Oncology CNC's, allied health and wellness staff
- liaison with community providers including GP's, local pharmacies and palliative care services to facilitate ongoing management in the community
- providing professional leadership, educational, research, and systems support duties required to achieve the role.

About Medical and Cancer Services

Cancer Services

Austin Health is one of the largest cancer service providers in Victoria. A complete range of services are delivered to patients and their families, including medical oncology, clinical haematology, radiation oncology (Austin Health and BRICC), cancer genetics, palliative care, wellness and supportive care programs, an active volunteer program and specialist cancer surgery (Division of Surgery). These are provided within an environment that integrates research, teaching and training.

All Austin Health metropolitan based Cancer Services are delivered within the Olivia Newton-John Cancer, Wellness & Research Centre (ONJ Centre) at the Austin Hospital. This state of the art facility provides a model of individualised cancer care for patients and their families. Clinical services are provided in a range of inpatient, ambulatory and home settings. Inpatient services include an acute clinical haematology ward, an oncology/ surgical oncology ward and a palliative care ward. Ambulatory services include Radiation Oncology, Day Oncology, Day Oncology at Home, Symptom and Urgent Review Clinic (SURC) and Apheresis.

Position responsibilities

Direct Clinical Care;

- Collaboration with radiation oncology medical staff to identify eligible patients for management on a nurse led pathway
- Facilitate the transition of patients from acute radiation oncology care into the survivorship phase, providing comprehensive follow-up, health promotion, and long-term symptom management
- Coordinate the surveillance of patients post definitive radiation treatment at defined intervals including
 - Testing for Prostate Specific Antigen (PSA) and Testosterone
 - Assessment and monitoring of patients to detect potential recurrence
 - Coordination of androgen deprivation therapy administration in eligible patients
 - Assessment for treatment related toxicity (particularly fatigue, urinary incontinence and sexual dysfunction)
- Implement evidence based symptom management strategies (e.g. for fatigue, erectile dysfunction, urinary incontinence)
- Work in partnership with radiation oncologists and medical staff to escalate care for patients presenting with complex symptoms or toxicity as per the established pathway, ensuring seamless coordination of interventions in a timely manner
- Systematically screen and assess supportive care needs, and referral of patients into wellness and supportive care services as required
- Coordinate relevant referrals to appropriate support services in the hospital and/or community including GP's, allied health and palliative care services
- Attend and contribute to MDM meetings, to ensure best patient outcomes
- Lead others to develop skills in comprehensive care planning to maximize patient outcomes and achieve goals of care
- Recognise scope and limitations of practice and seek advice from other experts where required
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching



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- Participate in the 'on call' service, providing SURC telephone advice for the SURC extended hours telephone service

Education;

- Provide ongoing education to staff in relation to the management of patients with prostate cancer, regarding evidence, guidelines and procedures, including staff in-services and individual staff support and development
- Maintain ongoing personal and professional development by undertaking further education as required, attending lectures and meetings
- Maintain and update own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Lead/coordinate local networks and forums to share and extend professional knowledge and build collegial relationships
- Provide clinical nursing expertise through knowledge of research, new developments and evidence based practice in discipline and specific and related areas

Research;

- 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 and to support staff in the implementation of redesign projects and activities
- Actively contribute to the development and review of policies and practice guidelines in line with their area of clinical expertise
- Actively develop and maintain patient information resources in their area of clinical expertise
- Initiate or be involved in clinical research projects relevant to this area of practice
- Actively engage in the collection of data for purpose including clinical registries

Support of Systems;

- Understand and optimise the utilisation of Austin Health Clinical Informatics systems including Cerner Oncology
- Actively collect accurate activity and clinical data where required, and maximise opportunities for utilization of data for quality, service improvement, research and funding purposes
- Contribute to organisational level strategic planning and drives local strategic plan initiatives.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

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 Oncology patient 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



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- 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

Credentialing and Scope of Clinical Practice

- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Post graduate qualification in cancer nursing/relevant tertiary course or working towards

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Post graduate qualification in Cancer nursing
- Demonstrated knowledge and expertise in the care of people with prostate cancer.
- Demonstrated ability to coordinate and plan the care of people with cancer across the continuum of care.
- Evidence of a commitment to excellence in the care of patients with cancer, 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
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery



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- A positive approach to change and diversity
- A sound understanding of information technology including clinical systems

Desirable but not essential:

- Experience in nursing research and research skills
- Previous experience in a similar role

Professional qualifications and registration requirements

- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Post graduate qualification in cancer nursing/relevant tertiary course or working towards

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: our actions show we care, we bring our best, together we achieve, and we shape the future.
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information



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Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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