

POSITION DESCRIPTION

Position Title:	CLINICAL NURSE CONSULTANT		
Industrial Instrument:	Eastern Palliative Care Association Incorporated and Australian Nursing and Midwifery Federation Nurses Enterprise Agreement 2024	Department:	Nursing & Medical Services
Responsible To:	General Manager, Nursing & Medical Services	Hours of Duty:	As per contract
Performance Appraisal:	Regularly during the first six months and then annually at the anniversary of commencement		Page 1 of 3

Eastern Palliative Care Assoc. Inc. (EPC) delivers home-based care services to the eastern region of the Greater Melbourne area within a value based health care framework.

All staff and volunteers of EPC must demonstrate a commitment to our Code of Ethics, Code of Conduct and a willingness to work within the organisational Purpose and Values.

Our Purpose:

Our clients live with the best quality of life, before dying in their place of choice.

Our clients, their families and carers are supported according to their needs and choices.

Our resources are managed wisely and sustainably to provide value for the community.

Our Values:

Compassion - Empathy for others in their end of life experience by listening, accepting and actively responding to their needs

Dignity - Upholding the unique personality, situation, and choices of people, valuing their lives in the face of death, and respecting their rights.

Excellence - Delivering evidence-based quality care, underpinned by ethical practice, research and leadership.

Empowerment - Building trust with people, that puts them at the centre of decision-making and enables control and choices

Equity and Access: EPC is committed to equal opportunity, social justice, cultural diversity, and social inclusion in community based palliative care. We recognise the value of diversity amongst staff and clients, and we aim to create an inclusive work and healthcare environment free from discrimination and harassment. We also respect that different cultures, rights and practices exist within the community.

CLINICAL NURSE CONSULTANT

As a senior member of staff and part of the wider Leadership Team, the Clinical Nurse Consultant (CNC) will provide leadership and management of staff, standardisation of practice and mentoring to staff in palliative care. The Leadership Team is responsible for contributing to and implementing innovation and change as we progress our Value Based Health Care Strategy.

Essential Education Qualifications/Competencies:

- Holds a qualification required for working in the palliative care service such as a Post-Graduate Qualification in Palliative Care Nursing and/or a minimum of 5 years working in community palliative care.
- Leadership experience is highly desired.
- Excellent communication, problem solving and decision-making skills.
- Energised by opportunities to introduce new processes and innovation.
- Competency with common computer applications.
- Current Victorian Registration as a Division 1 Nurse.
- Current Victorian driver's licence, good driving record and willingness to use own vehicle in line with EPC Process Map 1761 – Motor Vehicle Use Of.

Desirable Qualifications/Competencies:

- Certificate IV Workplace Training
- Experienced in developing and directing and delivering new projects.

POSITION DESCRIPTION

Position Title:	CLINICAL NURSE CONSULTANT		
Industrial Instrument:	Eastern Palliative Care Association Incorporated and Australian Nursing and Midwifery Federation Nurses Enterprise Agreement 2024	Department:	Nursing & Medical Services
Responsible To:	General Manager, Nursing & Medical Services	Hours of Duty:	As per contract
Performance Appraisal:	Regularly during the first six months and then annually at the anniversary of commencement		Page 2 of 3

Key Results Areas:

1. Demonstrated ability to collaborate and contribute to the EPC broader leadership team, developing, implementing and evaluating innovative value based healthcare projects.
2. Communicates effectively, builds relationships, and manages workload efficiently using a focus on continuous improvement.
3. Demonstrated ability to provide clinical expertise, perform client work, lead, manage, and mentor staff with a focus on organisational values.
4. Demonstrates a commitment to quality, occupational health and safety, and risk management.
5. Utilise culturally appropriate intervention strategies for Culturally and Linguistically Diverse clients (CALD).

Key Result Area 1	Demonstrated ability to collaborate and contribute to the broader leadership team, developing, implementing and evaluating innovative value based healthcare projects
	<ol style="list-style-type: none"> 1.1 Ensure that all practices are aligned with the Purpose and Values of the organisation. 1.2 Foster an organisational wide approach to achieve standardised clinical best practice. 1.3 Participate and support team members in opportunities for research projects as appropriate. 1.4 Exhibit a high level of skill in communication, problem solving and decision making with internal and external stakeholders. 1.5 Uses and embraces available technology to provide care and to support internal and external communication with a view to achieving value based healthcare outcomes. 1.6 Acts to promote the philosophy of community palliative care within the organisation and externally. 1.7 Work with the direction of the executive team to contribute and provide leadership in the achievement of organisation objectives, including the development of new service initiatives and on-going service review and development.
Key Result Area 2	Communicates effectively, builds relationships, and manages workload efficiently using a focus on continuous improvement
	<ol style="list-style-type: none"> 2.1 Act as a role model by always upholding a high standard of behaviour. 2.2 Ability to coach and support staff through operational and change initiatives in a positive and professional manner, dealing with conflict in a professional manner as needed. 2.3 Work collaboratively the with Clinical Education team in the development, assessment, and achievement of standardised Clinical Competencies for the nursing staff. 2.4 Coordinate and lead a multidisciplinary team via a Case Conference when complex or safety issues are identified including documenting and reviewing plans of action until issue is resolved. 2.5 Monitor client demand in line with workforce capability to maintain organisational key performance indicators. 2.6 Demonstrate active pursuit of personal professional development which includes supervision. 2.7 Work across teams as needed.
Key Result Area 3	Demonstrated ability to provide clinical expertise, perform client work, lead, manage, and mentor staff with a focus on organisational values.
	<ol style="list-style-type: none"> 3.1 Participate in the orientation and mentoring of new team members.

POSITION DESCRIPTION

Position Title:	CLINICAL NURSE CONSULTANT		
Industrial Instrument:	Eastern Palliative Care Association Incorporated and Australian Nursing and Midwifery Federation Nurses Enterprise Agreement 2024	Department:	Nursing & Medical Services
Responsible To:	General Manager, Nursing & Medical Services	Hours of Duty:	As per contract
Performance Appraisal:	Regularly during the first six months and then annually at the anniversary of commencement		Page 3 of 3

	<p>3.2 Provide high quality, compassionate, contemporary, and timely care to clients, leading by example, and using available data for improvements to care.</p> <p>3.3 Facilitate individual development by working with team members in assessment and care planning of complex client related issues.</p> <p>3.4 Encourage and facilitate individual development of team members, providing support and professional development opportunities across the nursing teams.</p> <p>3.5 Willingness to work across teams.</p> <p>3.6 Undertake rostering and performance management for team members which includes regular performance appraisals.</p> <p>3.7 Work with Manager, People and Communications to ensure that there are sound human resource and industrial relations practices.</p>
Key Result Area 4	Demonstrates a commitment to quality, occupational health and safety, and risk management
	<p>4.1 Take responsibility for the health and safety of yourself and that of others who may be affected by workplace conduct.</p> <p>4.2 Ensure that all hazardous conditions, injuries and near misses are reported immediately to the Quality Coordinator and immediate actions are implemented when required.</p> <p>4.3 Demonstrated ability to foster and collaborate in the development and achievement of best practice, policy and program review and other quality processes.</p> <p>4.4 Ensure a strong process is in place for effective management of leave.</p>
Key Result Area 5	Utilise culturally appropriate intervention strategies for Culturally and Linguistically Diverse clients (CALD)
	<p>5.1 Demonstrates a positive regard for all cultures.</p> <p>5.2 Responds to others in a non-judgmental and non-evaluating manner.</p> <p>5.3 Demonstrates the ability to adapt clinical interventions to meet specific cultural needs as appropriate.</p>

Agreement	I have read, understood, and agree to comply with this job description.	
	Name:	
	Signature:	
	Date:	

Date Reviewed: March 2024

Industrial Instrument Updated: February 2021