



Northern Health

POSITION DESCRIPTION	
POSITION TITLE:	Clinical Nurse Consultant- Grade 4 Integrated Palliative Care Service
DATE OF EFFECT:	1 st March 2010
TYPE OF EMPLOYMENT:	Permanent Part Time
REPORTING TO:	Team leader Integrated Palliative Care Team
GENERAL RESPONSIBILITY STATEMENT	<p>The Clinical Nurse Consultant will be a member of the Integrated Palliative Care Team at TNH. They will work with the interdisciplinary team to provide a high quality palliative care consultative service, acting as a role model for clinical excellence in the delivery of patient focused care. They will demonstrate effective leadership skills and provide formal and informal palliative care education to staff on primary treating teams.</p> <p>In addition, they will function as a palliative care resource person to patients, significant others and all health team members, contributing to the development of the nursing profession while maintaining their own professional development.</p> <p>It is the expectation that the Clinical Nurse Consultant will deputise for the Team Leader as necessary.</p>
LIAISES WITH:	Nursing, Medical and Allied Health staff Patients and carers Community Palliative Care Service Providers GPs

1.1 Introduction

The Northern Health Service provides a diverse range of acute, sub-acute and community health services to the large and diverse population in the regions north of Melbourne. There are five campuses; Broadmeadows Health Service, Bundoora Extended Care Centre, The Northern Hospital at Epping and Panch Health Service at Preston, and Craigieburn Health Service.

1.2 Strategic Plan 2009-2012

The Strategic Plan for Northern Health includes the following elements -

Mission:

To apply our resources to work with our staff and partners, offering our diverse community excellence in health care and well being through:

- 8 Prompt access;
- 8 a health promoting approach to quality care;
- 8 Effective partnerships;
- 8 Education.

Vision:

A Healthier Northern Community.

Values:

- 8 Good patient care
- 8 Respect
- 8 Stewardship (responsibility)
- 8 Kindness
- 8 Integrity

Goals:

Northern Health has determined six strategic goals for 2009-2012. Focussing on these goals will support us to achieve our vision and mission.

1. Deliver quality health services
2. Build corporate capability (Finances, Infrastructure, Reputation)
3. Improve consumer experience
4. Enhance access to appropriate services
5. Strengthen leadership and develop workforce
6. Grow and translate education and research

These priorities are inter-related in that success in one goal is dependent on success in another goal. Each goal is detailed in this plan, with a statement as to why it is a priority, what Northern Health has achieved already, key challenges that Northern Health is facing and the intended three year outcome we are anticipating with implementation of the strategies and actions.

Role Statement

- Perform comprehensive assessments of palliative care patients
- Liaise effectively with healthcare professionals from primary treating teams, providing clinical advice, support, debriefing and formal and informal education
- Act as resource person for patients, family and carers and healthcare professionals
- Liaise with agencies outside Northern Health, including General Practitioners and Community Palliative Care teams to ensure continuity of care
- Participate in Research, Education and Quality Improvement activities

Major Responsibilities

A. CLINICAL PRACTICE

- Perform impeccable assessments of patients with palliative care needs and develop appropriate and comprehensive management plans in conjunction with the palliative care team and primary treating teams
- Facilitate holistic care and integrated service provision to patients with a life threatening illness
- In consultation with the interdisciplinary team, provide additional and specific support to patients and support of their families and carers
- Participate in and promote family meetings with the interdisciplinary team including strategies that meet the cultural and linguistic needs of clients from non-English speaking backgrounds.
- Provide effective discharge plans and refer to appropriate community services for those deemed suitable for Palliative Care.
- To develop an integrated approach between the Acute, Sub-acute and Community sectors to ensure patients' wishes are met and that care is delivered in the most appropriate setting.
- Review and assess Palliative Care patients presenting to the Emergency Department with a view of expediting discharge back to the community, or recommending more appropriate care plans.
- Ensure information provided to patients and family/carers meets legal, ethical, professional and organisational standards.
- Liaise closely with the Team Leader and Medical Palliative Care Consultants in the provision and development of the service.
- Operate within the allocated resources to provide the service
- Ensure documentation and database information is current, confidential and reflects a true account of service interventions.
- Assume a clinical leadership role, providing expert advice, guidance and support.

- Provide expert resources, support and development opportunities to staff involved in the care of patients with a life threatening illness

B. PROFESSIONAL/EDUCATIONAL RESPONSIBILITIES

- Initiate development and provision of informal and formal education sessions to healthcare professionals from different disciplines, including contributions to in-service programs and study days.
- Actively maintain current knowledge, professional issues and Health care trends relating to palliative care.
- Recognise the values of research in contributing to developments in nursing and improved standards of care, by initiating and/or participating in ward based quality improvement/research activities.
- Initiate and participate in the development of nursing policies, procedures and protocols.
- Demonstrate advanced knowledge of all hospital emergency procedures.

C. LEGAL/ETHICAL RESPONSIBILITIES

- Demonstrate behaviour, accountability, and presentation, according to professional code of conduct, legal requirements and hospital policies.
- Act within professional code of conduct, and legal requirements.
- Act as a patient advocate ensuring rights of individuals/groups with the maintenance of optimal standards of quality patient focused nursing care, ensuring confidentiality of information.

OCCUPATIONAL HEALTH & SAFETY

The following potential Occupational Health & Safety risks are associated with this position.

Physical Risks

- Repetitive tasks > 2 hours at a time.
- Heavy lifting. Estimated maximum weight kg
- Heavy or Repetitive pushing.
- Heavy or Repetitive pulling.
- Sustained movements
- Other

Exposure Risks

- Fumes

- Toxic material
- Hazardous material.
- Hot
- Cold
- Biological Hazards
- Other

Ergonomic Risks

- Prolonged sitting
- Prolonged standing
- Constant posture change. Including Twisting, Stooping etc
- Prolonged computer work
- Poor or inconsistent lighting
- Other

Psychological Risks

- Noise
- High level of concentration required
- Exposure to aggressive situations
- Exposure to clients suffering trauma, medical emergency, death
- Other

Are procedures, training and appropriate Personal Protective Equipment provided regularly to employees?

Yes

No

Essential

Educational/Vocational Qualifications

A Registered Nurse appointed to the classification with specific post-registration qualifications and at least two years experience in palliative care

OR

A minimum of four years post registration experience including three years experience in palliative care

Eligible for membership to the relevant professional body

Experience/Knowledge

- Demonstrates experience in oncology/palliative care, preferably in an acute setting
- Demonstrates knowledge of community, acute/subacute services which support palliative care
- Demonstrates ability to work under pressure and establish priorities within one's workload
- Demonstrates ability to collaborate with health disciplines across the acute, subacute and community continuum
- Computer skills in Microsoft Word, Excel and electronic mail. Additional training will be provided in local IT applications.

Personal Aptitudes/Skills

- Demonstrates understanding of the philosophy, structure and vision of Palliative Care
- Able to be a team player
- Ability to work independently or under broad guidelines with self direction
- Excellent communication skills, both written and verbal, including the capacity to interact effectively with patients and their families or carers at challenging times in their illness trajectories
- Excellent time management skills

INCUMBENT STATEMENT

I have read, understand and accept the above Position Description.

(Please print name)

Signature: Date: / / 2 0

