

Position Description

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| Position Title | Clinical Nurse Consultant |
| Position Number | 30103553 |
| Division | Clinical Operations |
| Department | Community Palliative Care |
| Enterprise Agreement | Nurses And Midwives (Victorian Pub Health Sector)(Single Interest Employers) Enterprise Agreement 2024-2028 |
| Classification Description | Clinical Nurse Consultant A - B |
| Classification Code | ZF4 – ZJ4 |
| Reports to | Manager Community Palliative Care |
| Management Level | Non Management |
| Staff Capability Statement | Please click here for a link to staff capabilities statement |
| Mandatory Requirements | <ul style="list-style-type: none"> • National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements |

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

- The high level objectives of the position include:
- To ensure provision of high quality Specialist Palliative Care across the Greater Bendigo and Loddon Shires to the person with the life limiting illness and their carer/family.
- To promote the National Palliative Care Standards (2018) and goals of Victoria's end of life and palliative care framework (2016)
- To promote early access to Specialist Palliative Care.
- To demonstrate a commitment to continuous improvement and confidently contribute new ideas.
- To partake in development and provision of Generalist and Specialist education.
- To maintain own professional development to facilitate the provision of evidence-based patient centred practice.

Responsibilities and Accountabilities

Key Responsibilities

Provision of impeccable clinical assessment and interventions to patients with complex specialist palliative care needs across the region.

- Provide clinical and professional leadership ensuring standards of care are developed, maintained and continually improved.
- Liaise with other specialists eg. Oncology and HARP clinicians to ensure appropriate referral and assessment of referrals.
- Develop, implement and continually improve a customer-focused approach to service delivery.
- Mentor or preceptor IPCS staff and external employees (undergraduate and Program of Experience in a Palliative Approach (PEPA) students) as directed by the Manager.
- Promote and encourage the utilisation and implementation of Advance Care Planning

Key Selection Criteria

Essential

1. Current registration as a Division 1 Registered Nurse with AHPRA
2. Demonstrated high level experience in service provision in palliative care across the continuum with demonstrated ongoing high level commitment to ongoing professional development as a specialist palliative care nurse.
3. Post-Graduate qualification in Palliative Care, or related field, and/or willingness to work towards same.
4. Knowledge of National Palliative Care Standards (2018) and goals of Victoria's end of life and palliative care framework (2016) and the impact of current legislation on patient care.

5. Demonstrated awareness of the current issues and trends in palliative care nursing
6. High level of understanding of the role of Specialist Palliative Care to improve patient outcomes.
7. Demonstrated high level Organisational skills and experience in collaborating and communicating with individuals, their caregivers and family, other nurses and members of the health care team to promote multidisciplinary care and optimal palliative care outcomes.
8. Demonstrated comprehensive knowledge of health and support services and experience with working in within community setting.
9. Ability to work as part of a team as well as independently in an environment of change.
10. Active involvement in research, teaching, quality improvement and best practice activities in regard to palliative care nursing.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.