



JOB DESCRIPTION FORM

Section 1 - POSITION IDENTIFICATION

| | | | |
|------------------|---------------------------|-------------------------|-------------------------------|
| | | Position No: | 613799 |
| Division: | Kimberley | Title: | Clinical Nurse |
| Branch: | Nursing Services | Classification: | RN Level 2 |
| Section: | Kimberley Palliative Care | Award/Agreement: | Nurses and Midwives Agreement |

Section 2 - POSITION RELATIONSHIPS

| | | | |
|----------------|------------------------|--|--|
| Responsible to | Title: | Regional Director of Nursing and Midwifery | Other positions reporting directly to this position: |
| | Classification: | SRN Level 10 | |
| | Position No: | 613264 | |
| | ↑ | | Title Clinical Nurse Aboriginal Health Worker Palliative Care Senior Social Worker Administration Assistant – Palliative Care |
| Responsible to | Title: | Clinical Nurse Specialist-Palliative Care | |
| | Classification: | SRN Level 3 | |
| | Position No: | 614458 | |
| | ↑ | | |
| This position | Title: | Clinical Nurse | |
| | Classification: | RN Level 2 | |
| | Position No: | 613799 | |
| | ↑ | | |

| | | | |
|--|-------|---|--------|
| Positions under direct supervision: | | ← Other positions under control: | |
| Position No | Title | Category | Number |
| | | | |

Section 3 - KEY RESPONSIBILITIES

The primary responsibilities of the Palliative Care Clinical Nurse is to manage, coordinate and deliver competent nursing care for palliative care patients and their families, through consultation, sound leadership, advanced nursing skills and knowledge relevant to the palliative care nursing practice in variable community and hospital settings. The clinical nurse will be supportive of the ongoing development of the Kimberley palliative care team and the implementation of the palliative care rural model.

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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

WA Country Health Service – KIMBERLEY

24 March 2020

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Section 4 - STATEMENT OF DUTIES

| Duty No | Details | Freq | % |
|----------------|--|-------------|-----------|
| 1 | CLINICAL | | 50 |
| 1.1 | Maintains national competence for the registered nurses to practice in accordance with the Nursing and Midwifery Board of Australia. | | |
| 1.2 | Maintain advanced skills and competence in the provision of patient assessment, care planning, implementation and evaluation of delivery of care, within the palliative care practice setting. | | |
| 1.3 | Performs the role of clinical expert for the community /hospital providing professional advice and assistance in relation to the clinical standards, practice and symptomology in conjunction with the Regional Nurse Coordinator Palliative Care. | | |
| 1.4 | Assists the Regional Nurse Coordinator Palliative Care with forward resource planning and implementation of management strategies. | | |
| 1.5 | Performs a leadership role in multi-disciplinary services to ensure a high standard of health care delivery. | | |
| 1.6 | Assists the Regional Nurse Coordinator Palliative Care with monitoring of nursing practice and implementation of strategies to manage palliative care services across the Kimberley. | | |
| 1.7 | Actively participate in quality improvement and research programs in conjunction with others to improve the Kimberley Palliative Care Services as per the rural model. | | |
| 1.8 | Performs a nursing leadership role in team based decision making and assists the Regional nurse Coordinator Palliative Care to monitor the achievements of Palliative Care services across the Kimberley. | | |
| 1.9 | Identifies patient education needs and implements appropriate teaching, including coordination of patient education programs. | | |
| 2 | OTHER | | 50 |
| 2.1 | Demonstrates incorporation of quality initiatives within practice and has experience working with the 3 quality initiatives, supported by palliative care Australia, National Standard Assessment Program (NSAP), Palliative Care Outcomes Collaboration (PCOC) and Care Search. | | |
| 2.2 | Facilitates others in their development of competencies and organisational skills including performance management of designated nursing personnel. | | |
| 2.3 | Be accountable for the safe, efficient and effective use of resources. | | |
| 2.4 | Responsible for service based education and training in relation to clinical practice, accepting responsibility and accountability for designated portfolios. | | |
| 2.5 | Other duties as requested by the line manager. | | |

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.

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Section 5 - SELECTION CRITERIA

ESSENTIAL:

- 1 Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
- 2 Demonstrated advanced nursing practice within the palliative care practice setting.
- 3 Demonstrated advanced skills in planning, coordination and decision making, within the palliative care practice setting.
- 4 Demonstrated well-developed team leadership and mentorship skills.
- 5 Demonstrated well-developed communication (written and verbal) and interpersonal skills.
- 6 Demonstrated incorporation risk management within practice.
- 7 Current C Class driver's License and an ability and willingness to travel including stay away overnight stays away from home.

DESIRABLE:

- 1 Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.
- 2 Possession of or progression towards a post-graduate qualification in palliative care.
- 3 Knowledge of current health issues and the organisational culture of rural health services.
- 4 Demonstrated computer skills.
- 5 Experience working within both inpatient and community palliative care settings.

Section 6 - APPOINTMENT FACTORS

| | | | |
|---|--|----------------------|-------------------------------|
| Location | Broome | Accommodation | As per WACHS Kimberley policy |
| Appointment/ Allowances Conditions | Where applicable - District Allowance, Annual Leave Travel Concession, one week additional Annual leave for above the 26 th parallel, air conditioning subsidy. Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement • Successful Working With Children Check • Successful Aged Care Criminal Record Clearance • Evidence of a current C class driver's licence and ability to travel within the region as required including overnight stays • Provision of the minimum identity proofing requirements • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check | | |
| Specialised equipment operated | | | |

Section 7 - CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: ____/____/____

**Regional Director of Nursing and Midwifery
WACHS Kimberley**

Signature and Date: ____/____/____

**Regional Director
WACHS Kimberley**

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

| Name | Signature | Date Appointed | Date Signed |
|------|-----------|----------------|-------------|
| | | | |

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