



KIMBERLEY

Landscape Photos: Tourism Western Australia

Position Title

Position number: 614458

Clinical Nurse Specialist – Palliative Care

Regional Profile

WACHS Kimberley is the most northern health region of WACHS. The Kimberley region has approximately 200 Aboriginal communities, over 34 different Aboriginal language groups and 45 percent of the population are Aboriginal and/or Torres Strait Islander people. WACHS Kimberley consists of six hospitals, an inpatient mental health unit, three Community Directorates and a Corporate Office. WACHS Kimberley provides hospital, community health, public health, remote area health, community aged care, and mental health services across the region through a dedicated team of medical, nursing, Aboriginal health, allied health and support staff.

About the WA Country Health Service

Our Strategic Priorities



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.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate overview

The Kimberley Nursing and Midwifery Service is committed to the care of our patients and the improvement of the health of our community despite the many challenges of their remoteness and isolation. The nurses and midwives across our region are focused on the provision of excellence in person and family centered care and are proud of the contribution they make every day to patient experiences, collaborative partnerships with the multi-disciplinary teams and the functioning of our hospitals and services.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	614458	Registration Date:	11 June 2024
Classification:	SRN Level 3	Location:	Broome
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing		

Position Overview

Provides leadership, operational management and nursing consultancy for the palliative care service with the region.

Reporting Relationships

Responsible to:

Regional Director Nursing and Midwifery – 613264



This position:

Clinical Nurse Specialist Palliative Care – 614458



Positions under direct supervision:

Clinical Nurse – 613799
 Senior Social Worker – 613809
 Administration Assistant – Palliative Care – 613810
 Senior Aboriginal Health Worker – 616578
 Clinical Nurse - 616578
 Senior Social Worker – 616588
 Aboriginal Health Liaison Officer – 616831
 Registered Nurse – 617333
 Patient Care Assistant – 617430
 Enrolled Nurse - 617699

Other positions reporting to this position:

Nurse Practitioner – Remote – 613426
 Nurse Practitioner – 615188
 Staff Development Nurse – 615188
 Nurse Educator – 615331
 Clinical Nurse Specialist – Infection Control – 615357
 Nurse Practitioner – 615849
 Cancer Strategy Project Officer – 615907
 Nurse Manager – Workforce – 615965
 Nurse Manager – Perioperative – 616389
 Director of Nursing and Midwifery – 616898
 Nurse Practitioner – 617372
 Nurse Practitioner – 617373
 Clinical Nurse Manager – 617887



Key Duties/Responsibilities

1. CLINICAL

- 1.1. Leads and manages a multi-disciplinary speciality team. Works collaboratively with all multi-disciplinary teams with the region as required.
- 1.2. Provides clinical leadership to medical, nursing and allied health professionals in palliative care within the region.
- 1.3. Provides consultancy for complex patient care with the region.
- 1.4. Establishes, supports and evaluates the regional palliative care governance steering committee, the regional palliative care multidisciplinary interest group and Indigenous palliative care partnerships as outlined in the Rural Palliative Care Model in Western Australia.
- 1.5. Initiates and analyses research to determine clinical best practice: initiates, implements and evaluates best practice activities that support the delivery of appropriate clinical care in palliation within the region.
- 1.6. Maintains excellence in interpersonal skills and use of leadership to guide appropriate patient care and service delivery. Maintaining strong communication with the network of Nurse Coordinators – Palliative Care and Executive Nursing Teams with WACHS.
- 1.7. Promotes and facilitates a multi-disciplinary team approach to decision-making.
- 1.8. Develops innovative techniques for complex problem solving for palliative care services with the region.
- 1.9. Develops, implements and promotes evidence-based standards and policies that are compliant with relevant professional, industrial and legislative requirements for the region.
- 1.10. Provide leadership in the coordination and implementation of quality improvement activities.
- 1.11. Contribute to the formulation of staffing profiles, according to analysis of clinical palliative care needs. Operate with the allocated/available budget for palliative care services.
- 1.12. Actively participate in the recruitment, selection and orientation of staff as required.
- 1.13. Develop and implement business plans and strategies for facilitate effective utilisation of allocated human, financial and physical resources consistent with clinical unit, division and corporate facilities with the regional health service.
- 1.14. Provide clinical information, statistics and reports as required by WA Cancer & palliative Care Network and WACHS.
- 1.15. Implements and maintains performance management systems which support the ongoing development of staff and self.
- 1.16. Develops implements and evaluates education and training programs related to the area of palliative care.
- 1.17. Provides a public relations function for the area including investigation and management of enquiries and patient complaints.
- 1.18. Use effective change management strategies to improve practice with the region.

2. OTHER

- 2.1 Other duties as directed by the Line Manager or their delegate.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

- 1 Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
- 2 Demonstrated leadership experience in the establishment, delivery and evaluation of clinical services.
- 3 Demonstrated extensive clinical expertise, including application of research and evidence-based practice in palliative care.
- 4 Advanced interpersonal and written and verbal communication skills, including e-health technology.
- 5 Well-developed analytical and problem-solving skills.
- 6 Demonstrates application of quality and risk management principles with service delivery, practice and evaluation.
- 7 Knowledge of current health issues and the organisational culture of rural health services, particularly in delivery of health services for critical but low volume need and indigenous partnerships.
- 8 Current C Class drivers Licence and an ability and willingness to travel including overnight stays away from home.
- 9 Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

Desirable

- 1 Demonstrated possession or active progression towards an appropriate post-graduate qualification.
- 2 Demonstrated well developed computer skills.

Appointment Allowances and Pre-requisites

Where applicable – District Allowance, Annual Leave Travel Concession, one week additional annual leave for above the 26th parallel, airconditioning subsidy.

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Successful Working With Children Check
- Successful Aged Care Criminal Record Clearance

