

POSITION DESCRIPTION

Position Title	Clinical Nurse Specialist – Palliative Care		
Division	Nursing	Unit	Palliative Care
Campus	Leongatha		
Classification	YS9		
Award	Nurses and Midwives (Victorian Public Sector) (Single Interest Employer) Enterprise Agreement 2016 - 2020		
Reports To	Palliative Care Coordinator		
Position Approved By	Director of Nursing Leongatha		

Position Outline:

The position of Clinical Nurse Specialist – Palliative Care is an exciting and challenging career opportunity within Gippsland Southern Health Service.

This position will be primarily responsible for providing clinical support to registered Palliative Care clients and families within the region.

This objective is achieved by adhering to the following core principles:

- Maintaining professional nursing care for residents, patients and clients.
- Respecting client rights in cooperation with the client, their representatives and other health professionals.
- Providing effective leadership, supervision and clinical support to personal care workers.
- Ensuring care is provided in accordance with GSHS policies and procedures.
- Ensuring practice is conducted in a way that supports the Occupational Health and Safety principles of GSHS.

Working with a diverse range of people, you are required to uphold GSHS values and ensure our patients and families are treated with respect and professional care.

Divisional Context:

The Nursing Division at GSHS is a dynamic team of nurses, personal care attendants, hotel and domestic workers, administrative staff, managers and a variety of key medical practitioners who provide a broad range of acute and nursing-based services to the South Gippsland Shire, including:

- Inpatient care
- Specialist Nursing Services
- Theatre
- Infection Control
- Residential Aged Care
- Clinical Support Services
- Hospitality Services
- Staff Education and Development

Health Service Context:

GSHS is a major provider of healthcare in the South Gippsland Shire. GSHS offers a broad range of services that meet the needs of a diverse and sparsely populated area with many small rural communities. With two main acute facilities based at Leongatha and Korumburra, GSHS offers a broad range of specialist, general, acute, subacute, ambulatory, residential aged care and community services. Although GSHS is made up of a number of sites, they all operate as part of the one organisation and therefore the service profile is informed by the geographical nature of the diverse communities as well as the strategic imperatives of the Department of Health & Human Services.

South Gippsland Palliative Care Service (incorporating GSHS and South Gippsland Hospital, Foster) services the local government area of South Gippsland. It provides care and support to patients and their families/carers in community, acute and residential aged care facilities.

Vision, Mission and Values:

The Values are detailed in GSHS' Employee Charter and form part of your terms and conditions of Employment as does the Code of Conduct for Victorian Public Sector Employees. GSHS expects all employees to behave in accordance with these requirements at all times whilst employed by the organisation.

Vision	Mission
<i>Excellence in Healthcare</i>	<i>Building a Healthier Community Together</i>

Gippsland Southern Health Service - Values and Behaviours		
Value	Above the Line Behaviour	Below the Line Behaviour
Excellence	<ul style="list-style-type: none"> • Continuous Improvement • Evidence Based Practise • Consistency of Practice • Innovative Practice • High Standards 	<ul style="list-style-type: none"> • Unwilling to Improve • Lack of Innovation • Non-Adherence • Inconsistency • Acceptance
Individuality	<ul style="list-style-type: none"> • Be Tolerant • Acknowledge Rights • Personalise • Support Individuals • Practice Self Care 	<ul style="list-style-type: none"> • Lack of Respect • Discriminating • Being Inconsiderate • Being Judgemental • Being Dismissive
Collaboration	<ul style="list-style-type: none"> • Value Teamwork • Involve Others • Actively Listen • Ask and Offer Solutions • Support Decisions and Change 	<ul style="list-style-type: none"> • Poor Communication • Criticising Others • Being Negative • Not Open • Withholding Information
Accountability	<ul style="list-style-type: none"> • Take Responsibility • Set Clear Expectations • Manage Performance • Results Focused • Ethically Bound 	<ul style="list-style-type: none"> • Blaming Others • Unethical Behaviour • Underperforming • Unreliable • Shirking Responsibility
Respect	<ul style="list-style-type: none"> • Respect People • Respect Privacy • Respect Property • Respect Views • Be courteous 	<ul style="list-style-type: none"> • Being Rude • Being Negative • Being Disrespectful • Being unhelpful • Disrespecting Property
Empowerment	<ul style="list-style-type: none"> • Take Initiative • Actively Participate • Ask Questions • Clarify Expectations • Empower Others 	<ul style="list-style-type: none"> • Authoritarian • Discrimination • Blaming Others • Not Sharing • Stifling Development

Key Responsibilities

- Holds in confidence any information obtained in a professional capacity, complying with GSHS Privacy Policies.
- Reflects on and critically evaluates own standards of practise and outcomes of practise to continually improve and promote high levels of quality care.
- Recognises the need for care of self and care teams and acts to promote the same.
- Promotes an environment that facilitates excellence in nursing practice and individual staff performance.
- Utilises appropriate communication and interpersonal skills to meet psychosocial needs of individuals/groups for whom you are responsible and with and interact in your role.
- Demonstrates ability to work cooperatively with, and support the decisions of the Palliative Care Coordinator.
- Clearly and promptly communicates any issues of concern related to the work environment and/or clinical practice to the Palliative Care Coordinator.
- Collaborates and participates with other members of the healthcare team, and the individual/group in decision making.
- Acknowledges, respects and protects the rights of individuals/groups in relation to healthcare and in making informed choices in relation to their care.
- Promotes and preserves the trust that is inherent in the privileged relationship between the nurse and their patients/customers with respect to both their person and their property.
- Facilitates access to other relevant specialist & adjunctive/allied health therapists (both internal & external) for the benefit of the clients we serve.
- Acts as clinical practice resource person to others.
- Assists the Palliative Care Coordinator in policy/procedure development and revision, making recommendations for change as identified by self or staff and ensuring staff compliance.
- Demonstrates higher level of skill in both clinical decision making (problem solving & interpretation of clinical data particularly) and specialised skills required to effectively and safely meet customer/patient health needs without supervision in a (sometimes) complex and unstable environment.

Key Selection Criteria:

Mandatory

- Current registration with AHPRA (Australian Health Practitioner Regulation Agency) – Registered Nurse.
- Specific post-basic qualification/s & 12 months clinical experience in Palliative Care.
- 4 years post-registration experience including 3 years' experience in relevant specialist field.
- Evidence of ongoing self-development.
- Understanding of ANCI competencies and Codes of ethics/Professional conduct.
- Practices and promotes the National Palliative Care Standards.
- Current Police Check.
- Excellent people skills with the ability to communicate at all levels.
- A commitment to maintaining and delivering high quality patient care.
- Current Driver's License.

Desirable

- Additional Certification / Qualifications in Nursing.
- Meets and maintains the standards set out in the Enterprise Agreement for classification at CNS level.

Nursing Capabilities

Mapped to the Nursing and Midwifery Board of Australia Standards for Practice for the Registered Nurse.

Standard 1: Thinks critically and analyses nursing practice

Standard 2: Engages in therapeutic and professional relationships

Standard 3: Maintains the capability for practice

Standard 4: Comprehensively conducts assessments

Standard 5: Develops a plan for nursing practice

Standard 6: Provides safe, appropriate and responsive quality nursing Practice

Standard 7: Evaluates outcomes to inform nursing practice

OH&S

Each employee has the right to a safe working environment and they should advise their supervisor of any risk or condition likely to result in accident or injury. Each employee has the responsibility to take reasonable care of their own health and safety, to comply with GSHP OH&S policies and procedures and to participate in appropriate safety education and evaluation activities.

Policies & Procedures

It is everybody's responsibility to access and have knowledge of the relevant policies and procedures that relate to their employment. All GSHP policies and procedures can be accessed on the intranet site.

Person Centred Care

Person Centred Care (PCC) is a philosophical approach to how we provide care to patients and interact with other customers, including colleagues. PCC is based on the principles of respect, value of the individual, and the need to deliver service in an environment that supports peoples' physical, emotional, social and psychological needs. PCC is underpinned by a culture of collaboration and partnership and all staff are required to adhere to these principles.

Values & Conduct

Staff are required to comply with GSHP Employee Charter. The way we behave in the workplace and the manner in which we undertake our job is as important as how we perform the tasks for our role. We expect that all staff will embrace GSHP's Employee Charter and demonstrate these in their daily work.

GSHP operates under the Code of Conduct for Public Sector Employees. This Code of Conduct, together with any professional Code of Conduct relevant to the role being performed, form part of each employee's conditions of employment and it is expected that all staff will familiarise themselves and comply with this Code of Conduct and those relevant to the role they perform at GSHP.

Child Safety

GSHP is a Child Safe organisation. The GSHP Child Safe Policy and Procedure applies to all staff, volunteers, students and contractors of GSHP. GSHP staff will:

- Protect and promote the health, safety and well-being of all children.
- Recognise vulnerability and identify risk and harm to children early.
- Respond appropriately, effectively and in a timely way to reduce risk and support children and their families to achieve improved outcomes.
- Promote culturally competent and responsive health care.
- Work together with families, community services providers and the statutory system in the best interests of children (DHHS Healthcare that Counts Guiding Principles, 2017).

Violence & Aggression

GSHS seeks to promote a safe and inclusive workplace and community that are free from all forms of violence and aggression. GSHS staff:

- Are aware that supports are available for GSHS staff and volunteers who may be experiencing family violence.
- Identify, respond to and support consumers impacted by family violence as guided by organisational procedures.
- Identify, report and access support in relation to incidents of occupational violence and aggression.

Diversity & Inclusion

GSHS is an equal opportunity employer. We recruit, employ, train, compensate and promote regardless of race, religion, colour, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law.

Risk Management

GSHS supports an organisational philosophy that ensures risk management is an integral part of corporate objectives, plans and management systems. Staff are to be accountable for risk management through organisational, team and individual performance objectives that are within their span of control.

- Contribute to effective risk management within their area of influence.
- Adhere to organisational risk management policy and procedures.
- Assist in fostering a risk-aware culture and ensure that any staff members in their supervision understand their responsibilities.
- Identify new and emerging risk.
- Contribute feedback to risk management review processes.

Professional Development & Performance Management

Ensures best practice at all times by ensuring that professional skills are regularly updated and mandatory competencies are maintained in accordance with GSHS Policy.

It is a condition of employment that staff participate in the performance review program in accordance with the parameters set out in GSHS policy and procedures.

Quality Improvement

Each staff member has a responsibility to participate and commit to ongoing quality improvement activities.

Clinical Supervision

GSHS' participates in programs designed to provide students with on-the-job training whilst being supervised by an appropriately skilled person. All staff of GSHS are required to provide such supervision from time-to-time.

Registered Health Professionals are required as part of their status as registered Health Professionals to provide clinical supervision from time to time, whether recognised as part of their job responsibilities or not. GSHS expects that the highest standards of best practice will be applied at all times where staff are required to provide clinical supervision to either staff or students.

Privacy & Confidentiality

All GSHS Employees are required to comply with the provisions of the Privacy & Confidentiality Policy and any legislative requirements detailed in the Federal Privacy Act, 1988, the Health Records Act 2001, Section 141 of the Health Services Act Victoria, 1988 and the Freedom of Information (Amendment) Act, Victoria 1999.

All staff are required to read, understand and sign the Confidentiality and Privacy Agreement that sets out specifically what is required, upon commencement of employment. These provisions form part of the terms and conditions of employment and any breach will be subject to disciplinary action as per the Performance Development and Discipline Policies, along with the relevant Enterprise Agreement.

Additional Requirements:

To ensure a healthy and safe environment for everyone, smoking is not permitted on GSHS grounds, buildings or vehicles.

All staff are required to provide a current National Police Records Check prior to commencement. A Working with Children Check may also be required for particular positions (all “Risk Assessed Roles” must provide a valid Working with Children Check)

All “Risk Assessed Roles”, in accordance with the National Disability Insurance Scheme (Practice Standards – Worker Screening) Rules 2018, must provide an NDIS Worker Screening Check prior to commencement. If the Worker Screening Check has been applied for, but not issued prior to commencement, a written Risk Management Plan, that includes direct supervision, must be in place until such time the NDIS Worker Screening Check is issued.

In addition, all staff undertaking “Risk Assessed Roles” must complete the NDIS Worker Orientation Module, “Quality, Safety and You”, available online through the NDIS Quality and Safeguards Commission.

All “Risk Assessed Roles” are listed on the NDIS Worker Screening Database and notified to individuals via their employment offer.

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 GSHS’ discretion and activities may be added, removed or amended at any time.

Sign-off to verify agreement with this Position Description:

Incumbent		Date	
Manager		Date	