

# Position Description

Position Title	Voluntary Assisted Dying (VAD) Regional Care Navigator
Position Number	30009464
Division	Clinical Operations
Department	Community Palliative Care
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 – 2028
Classification Description	Clinical Nurse Consultant A
Classification Code	ZF4
Reports to	Manager, Specialist Palliative Care Service
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>

## Bendigo Health

With more than 5,000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

## 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

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 Clinical Operations Division

The Clinical Operations Division encompasses acute, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's (including an Early Parenting Centre) areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment covering the Loddon Mallee region. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

## The Specialist Palliative Care Services

Bendigo Health has an integrated model of care for Palliative Care. The Integrated Palliative Care Service aims to provide seamless transitions between each individual service as well as generalist and specialist providers throughout the Loddon Mallee region.

## The Position

Victorians nearing their end of life who meet defined eligibility criteria are able to request assessment for Voluntary Assisted Dying under the Voluntary Assisted Dying Act 2017.

The Voluntary Assisted Dying Care Navigators are a small team of highly skilled clinicians, spread across Victoria. They are a point of contact for members of the public, health practitioners and health services across Victoria seeking information or support in accessing or delivering Voluntary Assisted Dying. The navigator service works with any health service or clinician, individual or family who seeks their input.

## Responsibilities and Accountabilities

### Key Responsibilities

- Provide support and information about voluntary assisted dying to individuals, their carers, families and healthcare team when requested
- Provide general information about voluntary assisted dying when requested – the legislation and processes

- Facilitate individualised discussions about voluntary assisted dying and considerations in the context of an individual's current health status, psycho-social situation and broader end-of-life care
- Identify pathways and facilitate referral and access to end-of-life care and support, voluntary assisted dying assessing doctors and health services as appropriate – for the person, family and carer/s
- When a person is found ineligible to access voluntary assisted dying, ensure access to appropriate supports for the person as needed
- Where appropriate, provide information to health care professionals and people requesting voluntary assisted dying assessment on Support Package funding (funding to support equity of access)
- Work in accordance with Federal criminal code limitations
- Support VAD assessing medical practitioners in working through legislated processes.
- Help build skills and capacity in the broader health service by providing ongoing professional education, upskilling, helping to build capacity, working with health services in determining their level of participation and reviewing or implementing appropriate policies and procedures.

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- Work in accordance with Federal Criminal Code limitations

Information and support to VAD assessing doctors

- Provide guidance and support to VAD assessing doctors with administrative requirements of the Voluntary Assisted Dying Act 2017

Provide information and support about voluntary assisted dying, the legislation and process to participating and non-participating clinicians, health services and residential aged care

- Be a source of expertise to health practitioners and health services with regards to voluntary assisted dying access and delivery
- Ensure ongoing holistic healthcare by facilitating an appropriate communication pathway between all health care providers (including those participating and non-participating in voluntary assisted dying)

- Facilitate support throughout the Voluntary Assisted Dying process, including debriefing information and services as needed for health practitioners following a voluntary assisted dying death

Ensure and support ongoing quality improvement and professional development in relation to Voluntary Assisted Dying

- Provide ongoing upskilling and information about the voluntary assisted dying legislation and potential clinical considerations and implications to clinicians, health services and other healthcare facilities
- Facilitate ongoing voluntary assisted dying upskilling for health practitioners and healthcare workers specific to workplace and context
- Facilitate standardised access to voluntary assisted dying through collaboration with health services and clinicians across the region
- Contribute to ongoing evaluation of navigator service access and experiences and associated improvement initiatives
- Identify issues or risks and, identify and implement solutions to facilitate equitable access to voluntary assisted dying assessment via the navigator service where appropriate

## Generic Responsibilities

**Code of Conduct** - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

**Compliance with policies and procedures** - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

**Occupational Health and Safety** - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

**Infection Control** - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

**Confidentiality** - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

**Quality Improvement** - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our

quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

**Diversity** – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

## Key Selection Criteria

### Essential

1. Tertiary qualification in a health-related field
2. Relevant professional registration, for example AHPRA
3. Demonstrated advanced and highly adaptable problem solving, critical thinking and sound decision-making skills
4. Ability to work independently and prioritise own time appropriately in a fluctuating context
5. Clinical understanding of the potential impact of accessing voluntary assisted dying on end of life
6. Advanced clinical communication skills
7. Demonstrated high level of communication (both written and verbal) and interpersonal skills to liaise with a broad range of people and services
8. Demonstrated skills in implementing improvement initiatives
9. Competent in core computer programs used in health
10. Willingness and ability to drive to attend home visits or health services in the Loddon Mallee Region

## Mandatory Requirements

**National Police Record Check** A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

**Immunisation** As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

**Registration with Professional Regulatory Body or relevant Professional Association** For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

**Drivers Licence** A current Victorian driver's licence is required for this position and expectation to travel across region.

*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.*