

Position Description

Position Title	Clinical Nurse Consultant - Home Dialysis Unit
Position Number	30101203
Division	Clinical Operations
Department	Renal
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Nurse Consultant A - B
Classification Code	ZF4 – ZJ4
Reports to	Nurse Unit Manager – Renal Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

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, allied health, 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. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's 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 area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. 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 Renal Department

The team is part of Bendigo Health's Acute Ambulatory and Critical Care Department.

The Bendigo Health Renal Team offers comprehensive and multidisciplinary assessment, care and management of kidney disease and kidney failure and is the key renal hub referral centre for the Loddon Mallee region. One of our overarching ambitions is to work collaboratively with the multidisciplinary team, other specialties and Primary Care to provide first class evidence-based services for individuals with chronic and end stage kidney disease in consultation with them and with a view to promote informed choice, optimum health and quality of life.

A suite of nephrology services, including specialist clinics and well-equipped inpatient dialysis services, are provided in the Bendigo Hospital in Mercy Street and the Clinical Services Campus.

Kidney transplantation remains the gold standard and treatment of choice for individuals with end stage kidney failure who are medically suitable for this treatment option.

The Community Dialysis Unit (CDU) is a day admission service that provides holistic care and support to people with end stage kidney failure who are dialysis dependent and who require an environment of supervision and care in a community-based health facility. It is located on Level 4, Clinical Services Campus.

The Acute Dialysis Unit (ADU) located in Ward 4A provides inpatient dialysis services for people with acute kidney injury and for those with end stage kidney disease who require hospital admission or increased medical supervision, generally for a limited period of time.

The Home Dialysis Unit (HDU) is designed to offer services that promote self-determination, independence, flexibility and quality of life with kidney failure treatment and health promotion strategies targeted primarily in the home environment. The program is multifaceted and multidisciplinary in recognition that successful

self-care for an individual in the home relies on holistic care and consumer and carer participation, engagement, confidence and satisfaction. HDU offers education, training and support for both peritoneal and home haemodialysis programs.

The Position

The Home Dialysis Service provides comprehensive education and ongoing support to people either considering or opting to complete their dialysis therapy at home. Our goal is to help people to complete their own dialysis safely and independently, whilst providing ongoing care as their needs may change.

There is a strong focus on a multidisciplinary approach to care to achieve these goals. The Clinical Nurse Consultant functions both autonomously and collaboratively in an advanced clinical role supported by the Renal Medical team, Nurse Manager, Nurse Practitioner and other members of the Home Dialysis multidisciplinary team.

Responsibilities and Accountabilities

Key Responsibilities

A Clinical Nurse Consultant must act as a key clinical resource person and at times a sole practitioner, for patients completing their own dialysis at home as well as wards and departments of Bendigo Health where those patients may require care. The role also extends to multiple external agencies and care providers in order to ensure ongoing comprehensive support.

To competently perform in this position, the person should possess the knowledge, skills and experience based on the following Key Result Areas and Performance Indicators.

Education role:

- Provide pre dialysis education regarding home therapy choices.
- Provide comprehensive therapy education for patient and/or carer, including:
 - Kidney disease and its impact
 - performing a home dialysis therapy and its related concepts
 - expected outcomes and complications of treatment
 - medication management and dietary considerations
- Assess patient learning through appropriate demonstration and/or verbal responses prior to independent practice.
- Develop and maintain educational materials in line with evidence-based practice guidelines

Ongoing care coordination role:

- Prioritise patient care based on the level of patient need
- Provide care with regards to the patient/carer's cultural and spiritual needs, as well as their socio-economic circumstances.
- Provide ongoing in home (as appropriate) support and education to patients/carers
- In conjunction with relevant medical, allied health and nursing staff
 - Review prescription and regime changes as appropriate
 - Coordinate ongoing pathology testing

- Contribute to case conferencing as appropriate
 - Contribute to pre admission and discharge planning as appropriate
- Liaise with relevant internal and external departments as appropriate, such as
 - Stock supplier
 - Facilities Management
 - Other health service providers
- Perioperative care coordination including education, dialysis management and ongoing follow up in conjunction with the multidisciplinary team
- Support the patient/carer throughout hospital admissions locally and in their home region as appropriate
- Support the patient/carer throughout the continuum of care from pre dialysis, learning the therapy, maintenance of the therapy and ceasing therapy

Organisational / Operational responsibilities:

- Preparation of relevant reports
- Develop and review relevant policies and procedures
- Ongoing data collection and clinical monitoring against KPI's and/or relevant standards
- Maintain accurate records and statistics as required
- Provide input in budget forecasting along with expenditure and revenue reviews
- Contribute to relevant meeting service level and organisation wide meetings as appropriate
 - Renal Service business and strategic planning
 - Clinical Standards / Policy and Procedure
 - Facilities Management
 - Service delivery planning
 - Morbidity and Mortality / Root Cause Analysis
 - Project management as required
- Provide a mentor role to other health professionals as required
- Provide ongoing ward and departmental education for nursing, medical, medical and allied health staff regarding the various therapies offered
 - Continuous Ambulatory Peritoneal Dialysis
 - Automated Peritoneal Dialysis
 - Home Haemodialysis
- Provide education for relevant tertiary courses of study as requested
- Develop and implement new therapies as appropriate
- Promote service through professional representations such as
 - Conference presentations
 - Publications
 - Special interest group meetings
- Identify opportunities for quality improvement and innovation in service delivery and support their implementation as appropriate

External responsibilities:

- Education and support external agencies supporting home dialysis clients such as regional hospitals & health services; Residential Aged Care Facilities
- Development of Service Level Agreements with external agencies as appropriate
- Contribute to external advisory groups as appropriate eg
 - Safer Care Victoria
 - Special interest group meetings

- Provide consultancy services across multiple campuses and health services and to other people involved in care such as GP's and in home support people
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.

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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. Current registration as a Registered Nurse Division One with the Australian Health Practitioner Regulation Agency (AHPRA)
2. Post graduate qualification in renal/nephrology care
3. Demonstrated high level experience and skill in the provision renal care across the continuum
4. Proven capacity to function efficiently as part of a senior clinical team and to work successfully with other professionals in the management of Renal Services
5. Demonstrated clinical leadership, collaboration and professional role modelling skills.
6. Active involvement in teaching, policy development, quality improvement, best practice research
7. High level interpersonal and communication skills with a strong customer focus.
8. Demonstrated knowledge and experience in quality improvement and innovation. Ability to operate in an environment of change.
9. Demonstrated high level organisational, written and computer skills at the level required to fulfil the role.
10. Demonstrated evidence of commitment to ongoing education and professional development
11. Demonstrated ability to work autonomously, prioritise, set goals and objectives and meet time-lines.

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.

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.

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.

Drivers Licence A current Victorian driver's licence is required for this position

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.