Position Description

Position Title	Clinical Nurse Consultant
Position Number	30103553
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 - B
Classification Code	ZF4 – ZJ4
Reports to	Manager – Specialist Palliative Care Service
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: Bendigo Health Website - About Bendigo Health
As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Clinical Nurse Consultant (CNC) Specialist Palliative Care provides advanced clinical leadership and expert specialist palliative care within the Bendigo Health Community Specialist Palliative Care Service - Centre based Supportive Care Program.

The CNC delivers expert palliative care primarily across Day Program, Centre-Based Specialist Palliative Care Clinic and community ensuring care is person-centred, evidence-based and aligned with the Victorian End of Life and Palliative Care Framework. The role provides specialist clinical assessment, symptom management, care planning, psychosocial support, end-of-life care coordination and consultation to health professionals across the care continuum.

The CNC works collaboratively with general practitioners, hospitals, residential aged care services, community providers and multidisciplinary team members to optimise quality of life, minimise avoidable hospital presentations and support patients and their families to achieve their preferred goals of care.

Responsibilities and Accountabilities

Key Responsibilities

- Lead and coordinate nurse-led and multidisciplinary specialist palliative care clinics.
- Provide specialist consultation and follow-up for patients attending centre-based services.
- Facilitate timely intervention for symptom management and emerging patient needs.
- Coordinate referrals to appropriate internal and external services.
- Provides advanced clinical assessment, case management, care coordination, symptom management, Advance Care Planning, home visiting and leadership for patients with increasingly complex supportive care and palliative care needs. The role ensures continuity of care and facilitates timely transition to Community Specialist Palliative Care when deterioration or escalating complexity occurs.
- Promoting early access to specialist palliative care and supporting patients through the Early Access Clinic, Centre-Based Assessment and Supportive Care Clinic and Therapeutic Psychosocial Support Program.
- Provides advanced clinical leadership, specialist assessment, care coordination, case management and consultancy services for individuals with life-limiting illness and their families receiving specialist palliative care services.
- Provide expert clinical advice to nursing, medical and allied health staff.
- Act as a specialist resource for complex symptom management and end-of-life care.

Education and Professional Development

- Support capability development of healthcare professionals delivering palliative and end-of-life care.
- Provide education, mentoring and clinical supervision to nursing, allied health and medical staff to promote best practice through education, mentoring and coaching.
- Support undergraduate students, postgraduate students and PEPA participants.
- Contribute to internal and external education programs.
- Promote workforce capability in palliative care principles and practice.

Quality Improvement and Research

- Participate in research, service evaluation and quality improvement initiatives.
- Contribute to clinical audits and outcome measurement activities.
- Support implementation of evidence-based practice innovations.
- Demonstrate a commitment to continuous improvement and service excellence.
- Contribute to service development and implementation of evidence-based clinical initiatives.

Key Selection Criteria

Essential

1. Current registration as a Registered Nurse (Division 1) with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Postgraduate qualification in Palliative Care, Cancer Nursing or a related specialty, or demonstrated commitment to working towards an appropriate postgraduate qualification.
3. Significant clinical experience in specialist palliative care across inpatient, ambulatory, community and supportive care settings, with a demonstrated commitment to ongoing professional development and an advanced knowledge of specialist palliative care principles, including early intervention, symptom management, supportive care, advance care planning and end-of-life care.
4. Demonstrated expertise in comprehensive assessment, clinical reasoning, care coordination and case management of patients with complex palliative and supportive care needs across the illness trajectory.
5. Demonstrated understanding of multidisciplinary models of care and the role of Specialist Palliative Care in improving patient, family and carer outcomes through integrated service delivery.
6. Demonstrated leadership capabilities with the ability to provide clinical guidance, support service development and contribute to quality improvement initiatives.
7. Highly developed communication and interpersonal skills with the ability to collaborate effectively with patients, carers, families, general practitioners, specialists and multidisciplinary teams.
8. Demonstrated ability to work autonomously and effectively within community-based and home-visiting models of care, while responding to clinical complexity, change and competing priorities.

Desirable

9. Demonstrated knowledge of the National Palliative Care Standards (2018), the Victorian End-of-Life and Palliative Care Framework, Advance Care Planning principles and relevant legislation impacting palliative and end-of-life care.
10. Experience in education, mentoring, clinical supervision, research, quality improvement, service development and implementation of evidence-based practice.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.

- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

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.