

Position Description

Position Title	Early Breast Care Nurse Consultant
Position Number	30100045
Division	Clinical Operations
Department	Cancer Centre
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	CNS - Clinical Consultant C Year 1 – 2 (depending on experience)
Classification Code	YS9 – ZA8
Reports to	Nurse Unit Manager – Cancer Services
Management Level	Tier 3 - Business Manager
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Immunisation Requirements • Registration with Professional Regulatory Body or relevant Professional Association

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

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

The Position

The McGrath Foundation, through its fundraising and awareness activities, aims to provide funding for the employment of specialist breast care nurses across Australia. The purpose is to enable an increased number

of women and men diagnosed with breast cancer in Australia, especially those in rural and regional areas, to access nurses with specialist breast care skills and training.

Role Summary

A Breast Care Nurse is defined by the National Breast and Ovarian Cancer Centre as a “registered nurse who applies advanced knowledge of the health needs, preferences and circumstances of women and men with breast cancer to optimise the individual’s health and well-being at various phases across the continuum of care, including diagnosis, treatment, rehabilitation, follow-up and palliative care. This advanced knowledge is based on an in-depth understanding of theory and research relevant to the field of breast cancer nursing. Specifically, BCN practice incorporates advanced knowledge and skills in supportive care, including providing specialized and tailored information and education, psychological support, and clinical care¹”.

The EBCN adapts his/her practice according to the specific and changing needs of individual women and men, taking into account their multiple health needs, concerns and preferences for care. The BCN facilitates continuity of care between different phases of the cancer journey, care settings, care plans and care providers.

Responsibilities and Accountabilities

The McGrath Sponsored Breast Care Nurse (BCN) position should:

- Provide specialised breast care, information, education and support to clients relating to breast cancer in accordance with evidence based clinical practice guidelines;
- Collaborate with members of the multidisciplinary treatment team and relevant community service providers to coordinate the delivery of client-oriented, specialised support services across the care continuum, to clients and their families.; and
- Provide expert clinical advice and clinical leadership on evidence-based breast care services to nursing staff, allied health and other members of the multidisciplinary team (or to health care providers a woman or man with breast cancer may come into contact with)

Key Responsibilities

The Breast Care Nurse’s specific responsibilities can be classified according to six key functions as outlined below.

Application of Advanced Breast Cancer Knowledge and Skills

- Develop, implement and promote evidence based BCN standards and policies that are compliant with relevant professional, industrial and legislative requirements for the region.
- Plan, coordinate and provide advanced breast care management across the care continuum to clients with breast disease, from the point of diagnosis, through treatment, rehabilitation, follow-up and palliative care, where appropriate, in accordance with recognised clinical practice guidelines.
- Work with members of the multidisciplinary care team to identify and support clients at higher risk, or exhibiting high levels, of psychological distress at the time of diagnosis and on a regular basis using a systematic evidence based approach, and refer for appropriate support and onward referral.

- Continuously evaluate the client's condition and response to interventions in a timely manner and modify the BCN management plan when necessary to achieve optimal health outcomes for clients with breast cancer.
- Communicate effectively with other members of the health care team to facilitate efficient, timely and comprehensive assessment and identification of current and potential emotional, psychological, physical and practical needs of clients with breast cancer and their families and /or carers.

Promotion of Multidisciplinary Care

- Establish a working relationship, and work collaboratively, with multidisciplinary team members across the continuum of care.
- Liaise with general practitioners, specialist oncologists, cancer care coordinators, community nurses, palliative care and local hospital staff in order to build an efficient and appropriate referral network and framework of support for breast cancer clients.
- Actively facilitate the involvement of the client as a partner in the multidisciplinary team, and ensure that outcomes from multidisciplinary care meetings are incorporated into the care plans of clients.
- Contribute, as part of the multidisciplinary team, to the review of the individual client's care outcomes and continuous improvement of breast cancer services.

Facilitation of Client-Focused Support and Treatment

- Facilitate and provide appropriate individualised information, education and support to clients / carers regarding treatment modalities, supportive care and practical assistance relevant to their needs.
- Promote a client's ability to participate in care decisions and self-management of health needs, according to assessment of client's preferences and resources, while ensuring the client has access to appropriate information on which to base decisions.
- Develop, implement and continuously review a comprehensive care plan that is consistent with client's needs and decisions, and that incorporates interventions to promote continuity of care.
- Coordinate the client's treatment journey ensuring that key elements of care occur in an ordered and timely manner and that information is collected and available to ensure appropriate treatment decisions can be made.
- Demonstrate a comprehensive knowledge of health services and community resources relevant to breast cancer care across the continuum.

Provision of Client-Specific Information

- Develop, implement and evaluate a plan for providing comprehensive, individualised and timely information to clients about breast cancer and its treatment and effects, including emotional and supportive care issues, and identifying appropriate local referral pathways for women and men with breast cancer and their families / carers.
- Continuously assess the client's understanding of their clinical circumstances, treatment and care plan, and preference for information, support and resources.
- Demonstrate comprehensive and advanced knowledge of the pathophysiology and progression of breast cancer, and current evidence regarding breast cancer treatments across the care continuum, and the short- and longer-term effects of breast cancer and its treatments.
- Demonstrate comprehensive knowledge of informational resources for breast cancer clients and facilitate access to resources relevant to client needs and preferences.
- Support and clarify information provided to the client by other members of the multidisciplinary care team (where present) regarding breast cancer and its management.

Commitment to Maintenance of Professional Standards

- Maintain a high level of clinical expertise and knowledge through participation in ongoing education and professional development activities.
- Critically appraise and integrate relevant research findings and other developments in decision making about breast cancer care.
- Use relevant sources to seek additional knowledge / information when presented with complex or challenging situations.
- Recognise boundaries of own knowledge/expertise, and ensure clients are referred to multidisciplinary care team members for access to additional support and areas of expertise.

Act as a Breast Cancer Resource

- Provide expert advice and professional support to nursing colleagues and others involved in breast cancer care about clinical management and professional issues in breast cancer nursing.
- Disseminate information about research and other developments in breast cancer care to nursing colleagues and others involved in breast cancer care.
- Promote the development of consumer-based support groups and refer clients to useful community-based resources, such as the Cancer Council Helpline.
- Promote the BCN service throughout the Local Health Network / region by ensuring that key personnel at all levels (e.g. from health facility receptionist to surgeon) are aware of the BCN role.

Keep reporting up to date

- Ensure specific data required by the Foundation is added to the relevant McGrath Foundation controlled database on a regular and timely basis

Key Selection Criteria

Essential minimum requirements

Qualifications / Certificates / Registrations

1. (a) Registered Nurse with at least five years post registration experience in either surgical or medical oncology, ideally with at least three years' experience as a breast care nurse, or related discipline.

(b) Relevant post graduate qualifications in breast care nursing (minimum first unit of the post graduate certificate, with willingness to complete the post graduate certificate in breast care nursing).

Specialist Expertise and Knowledge

2. Relevant experience in advanced practice with respect to management of women with breast cancer (and/or oncology nursing experience)
3. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
4. Demonstrated ability to work in and with a multidisciplinary team
5. High level interpersonal, verbal and written communication skills
6. High level time management, organisational and planning skills

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.
- 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.