



## ROLE DESCRIPTION

<b>Role Title:</b>	Nurse/Midwife Consultant McGrath Cancer Care
<b>Classification Code:</b>	Registered Nurse/Midwife Level 3
<b>Position Number</b>	TBA
<b>LHN/ HN/ SAAS/ DHA:</b>	<input checked="" type="checkbox"/> Barossa Hills Fleurieu Local Health Network
<b>Hospital/ Service/ Cluster</b>	Community and Allied Health
<b>Division:</b>	Nursing Directorate
<b>Department/Section / Unit/ Ward:</b>	
<b>Role reports to:</b>	Community Advanced Nurse Unit Manager
<b>Role Created/ Reviewed Date:</b>	July 2024
<b>Criminal History Clearance Requirements:</b>	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> DHS Disability Services Employment Screening <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
<b>Immunisation Risk Category</b>	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Nurse Consultant McGrath Cancer Care will provide clinical nursing/midwifery expertise, ensure quality and safety in clinical care for patients/clients and/or groups/populations, and provide clinical leadership for Cancer Care in a variety of clinical settings. Employees classified at this level will have expert knowledge regarding the spectrum of cancer care, inclusive of health assessment, treatment pathways, referrals, and on-going facilitation of clinical and supportive cancer care.

The Nurse Consultant McGrath Cancer Care will provide care to clients and families including clinical interventions and advice, care planning, case coordination and support for people with cancer across the continuity of care pathways, multidisciplinary teams and the cancer care networks within the BHFLHN.

The McGrath Model of Cancer Care will inform this role, including but not limited to

- Primarily providing nursing care and integrates evidence-based practice into their own practice standards.
- Providing clinical leadership to nurses;
- Coordination and leadership of projects and/or programs that contribute clinical expertise to improve cancer care service outcomes;
- Nurses classified at this level are practising as or are working towards becoming an expert and being able to provide extended practice, within their scope of cancer care clinical management practice. They develop their capacity for extended practice by increasing their knowledge and skills through ongoing clinical exposure, post graduate qualifications and mentoring.

Employees in this role accept accountability for their nursing/midwifery practice, the outcomes of nursing/midwifery practices for the specific patient/client group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

**Direct Reports:**

None

**Key Relationships/ Interactions:**Internal

- > Maintains close collaborative working relationships with all level 2,3 and 4 Nurses and senior clinicians in the Multi-Disciplinary team.
- > Maintains cooperative and productive working relationships within all members of the health care team.
- > Supports and works collaboratively with less experienced members of the nursing/ midwifery team.

External

- > Non-government organisations or other government organisations/agencies

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Keeping professionally up to date with relevant research, technological advances and models of care.
- > Working appropriately and in a culturally respectful way with children, youth, adults and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Working collaboratively within the multidisciplinary team and across BHFR and promotes communication processes to enable best patient/client outcomes.
- > Supporting regional change management in line with the BHF LHN Strategic plan
- > Supports the Nurse Unit Managers of the Nursing Directorate program with oversight and implementation of clinical practice and organisational change.

**Delegations:**

- > None

**Resilience:**

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

**Performance Development**

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

## General Requirements:

\*NB Reference to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010*
- > *Mental Health Act 2009 (SA)* and Regulations
- > *Controlled Substances Act 1984 (SA)* and Regulations
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- > SA Health / BHF LHN policies, procedures and standards.

## Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

**White Ribbon:**

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

**Cultural Statement:**

BHF LHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. BHF LHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

**Special Conditions:**

\*NB Reference to legislation, policies and procedures includes any superseding versions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC).
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.
- > Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit
- > NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- > WWCCs must be renewed every 5 years thereafter from date of issue.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required, BHF LHN will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does not apply to existing BHF LHN employees with continuous employment with BHF LHN which commenced prior to 1 October 2016.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> <li>&gt; Integrate contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that is expected at this level eg Expert cancer care clinical knowledge underpins and informs their ability to support, lead and/or provide expert clinical care to improve and optimise nursing/midwifery care.</li> <li>&gt; Provide direct, expert clinical nursing care, select and implement different therapeutic interventions, provide individual case management to a defined population of patients/clients and evaluate progress to ensure appropriate client care outcomes are achieved.</li> <li>&gt; Contribute expert nursing/midwifery assessment and advice to local clinical teams to achieve integrated nursing care within a risk management framework and support local staff to develop appropriate care plans.</li> <li>&gt; Undertake the nursing care role with a significant degree of independent clinical decision making in the area of cancer care.</li> <li>&gt; Be required in a multidisciplinary primary health care setting to apply nursing expertise to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate patient/client progress.</li> <li>&gt; Effective complex discharge planning / hospital avoidance through the provision of education, equipment and referral.</li> </ul>
Support of health service systems	<ul style="list-style-type: none"> <li>&gt; Use available information systems: to inform decision making, to implement and co-ordinate processes for quality improvement, to monitor and analyse incidents and accidents, to ensure quality and safety is not compromised, to evaluate outcomes and convey information to staff.</li> <li>&gt; Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in cancer care expertise.</li> <li>&gt; Management of resources with due diligence.</li> <li>&gt; Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing professional practice frameworks.</li> <li>&gt; Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures.</li> <li>&gt; Maintain productive working relationships and manage conflict resolution.</li> <li>&gt; Contribute to the development and sustainability of nursing skills for the needs of the specific population group using systems of resource and standards promulgation.</li> <li>&gt; Contribute specific expertise to nursing practice through clinical protocol and standards development.</li> </ul>
Education	<ul style="list-style-type: none"> <li>&gt; Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role.</li> <li>&gt; Ensure mechanisms are in place to support ongoing education where work and learning are integrated.</li> <li>&gt; Apply and share expert clinical knowledge to improve patient/client care outcomes.</li> <li>&gt; Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching.</li> </ul>

Research	<ul style="list-style-type: none"> <li>&gt; Contribute specific expertise to monitor and evaluate research activities in order to improve nursing or midwifery practice and service delivery;</li> <li>&gt; Establishing, implementing and evaluating systems, which ensure best practice/evidence and patient/client outcomes;</li> <li>&gt; Applies evidenced based recommendations to improve practice and service function;</li> <li>&gt; Contribute to clinical practice research.</li> </ul>
Professional leadership	<ul style="list-style-type: none"> <li>&gt; Provides leadership and direction, acts as a role model, mentor, consultant and resource person;</li> <li>&gt; Lead nursing clinical practice within the professional practice framework established by the Director of Nursing/Midwifery and/or lead a multidisciplinary team;</li> <li>&gt; Contribute to the redesign of care and treatment practices.</li> </ul>

## Knowledge, Skills and Experience

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications:**

- > Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.
- > Holds a contemporary Professional Practice Portfolio containing evidence of a relevant post graduate qualification or is currently working towards a relevant post graduate qualification.

#### **Personal Abilities/Aptitudes/Skills:**

- > Demonstrated ability to assess, plan, initiate and manage complex cases at an advanced level.
- > Demonstrated understanding of the physical, and psychological needs of patients with cancer, including metastatic disease
- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to prioritise workload and meet set timelines.
- > Demonstrated ability to foster a workplace environment that develops staff potential.
- > Proven ability for flexibility, innovation and creativity with in the whole of service setting.
- > Demonstrated ability in the leadership and facilitation of change management.
- > Demonstrated ability in leading and promoting consumer engagement initiatives
- > Experience working with Aboriginal consumers.

#### **Experience:**

- > Registered Nurse with at least 3 years post registration experience.
- > Demonstrated experience and competence in the provision of cancer care clinical services and education practice in accordance with the relevant standards.
- > Demonstrated experience in the development of cancer care clinical protocols and adjunct support resources, education material and/or teaching resources.
- > Experience in the supervision of students, enrolled nurses and less experienced registered nurses.
- > Will have experience in working with Aboriginal Consumers

#### **Knowledge:**

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards
- > Knowledge of Australian National Safety and Quality and Safety Health Service Standards
- > Knowledge of contemporary professional nursing and health care issues
- > Has a general understanding of Aboriginal culture and a willingness to undertake further training in this area.

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- > Tertiary qualifications in Cancer Care or related area.

### **Personal Abilities/Aptitudes/Skills:**

- > Skills in using computers and software relevant to the area of practice.
- > Ability to analyse complex clinical data.
- > Ability to undertake presentations to community and professional groups.

### **Experience**

- > Experience with quality improvement methodologies for clinical activities
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing and or midwifery practice.
- > Experience in clinical management and leadership roles.

### **Knowledge**

Knowledge of the South Australian Public Health System.



## Organisational Context

### **Organisational Overview:**

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

### **Our Legal Entities:**

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern Local Health Network and SA Ambulance Service.

### **SA Health Challenges:**

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

### **Health Network/ Division/ Department:**

The Community Nursing Directorate facilitates hospital avoidance and early discharge from metro and country Hospitals into the community safely with positive client outcomes. In addition, clients are supported to remain at home whilst receiving treatment and therapy within an episodic, goal orientated, re enablement model of care.

## Values

### SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

### Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

## Approvals

### Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

**Name:**

**Role Title:**

**Signature:**

**Date:**

## Role Acceptance

### Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

**Name:**

**Signature:**

**Date:**