

POSITION DESCRIPTION

Position Title:	Prostate Cancer Specialist Nurse - Clinical Nurse Consultant
Business Unit/Department:	Cancer Services
Division:	Cancer, Cardiology & Specialty Medicine
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Clinical Consultant C (CAPR 4.1 or 4.2)
Reports To:	Operational: Operations Manager Cancer Services Professional: Director of Nursing & Midwifery
Direct Reports:	N/A
Date Prepared/Updated:	13 September 2024

Position Purpose

The role of the Prostate Cancer Specialist Nurse/Clinical Nurse Consultant (CNC) at Western Health (WH) will be to work in partnership with internal and external health care providers to optimally manage the needs of prostate cancer patients at WH from diagnosis through to survivorship or death, providing continuous and comprehensive care throughout their journey.

The Prostate Cancer Specialist Nurse is a clinical nurse consultant and is the point of contact and key advocate by providing coordinated, evidence based, interdisciplinary, seamless patient – focused nursing care with a strong focus on supportive care assessment and referral through nurse led clinics while adhering to the Prostate Cancer Nursing Practice and Capability Framework.

The Prostate Cancer Specialist Nurse CNC will be primary resource for both internal and external providers, this position aims to elevate the Western Health profile of prostate cancer management through delivering education, instigating quality improvement activities and presenting at local, national and international nursing conferences representing WH and the Prostate Cancer Foundation of Australia.

Business Unit Overview

The Division of Cancer, Cardiology and Specialty Medicine provides a comprehensive suite of inpatient, clinic, and community-based care and includes the following services: - Cardiology – Cancer Services – Specialty Medicine which includes Respiratory and Sleep Disorders, Infectious Diseases, Dermatology, Neurology and Stroke, and Rheumatology. The Divisional Director and Clinical Services Director provide leadership and management for these services and contribute to the development of these services at Western Health as directed within business plans. The Division is committed to innovation and the development of services and treatment groups across Western Health to ensure Best Care for the community of Western Melbourne.

Cancer Services at Western Health provides care across a broad range of inpatient, ambulatory outpatient settings. We provide secondary and tertiary cancer services for patients of the Western Region including

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Medical Oncology, Surgical Oncology, Haematology, Clinical Research, Palliative Care, Inpatient Acute Care, Day Oncology, Oncology HITH, Radiotherapy, Specialist Clinics and a dedicated Project Team.

With a diverse workforce of 250 staff and an annual operating budget of \$24 million, the Division spans the acute and non-acute care settings aiming to ensure timely and seamless transition between services for the people in our care.

Western Health Cancer Services strive to provide a high standard of holistic care for all Oncology and Haematology patients. Our Units have a strong focus on expert multi-disciplinary coordination of patient care via our Flow Coordinator role and a firmly demonstrated commitment to managing all side effects of patients who undertake treatment with us.

Key Responsibilities

- Using the Western Health Support Care Framework, review every patient at diagnosis, complete and document supportive care screening and provide comprehensive, specialised and individualised information and education to the person affected by prostate cancer and their families
- Review all patients undergoing radical prostatectomy, provide all pre – operative education regarding surgery and expected outcomes.
- Work alongside the Urology nursing team to co-ordinate post radical prostatectomy trial of voids (TOV) as per current pathways
- Review and educate all patients on commencement of androgen deprivation therapy (ADT), providing education and patient resources on commenced medication, side effects and management of these, supportive care screening, exercise and liaise with patients GP attend referrals as required to external services
- Ensure appropriate and timely referral to supportive care providers and provision of information to patients and carers.
- Review patients as required through nurse led clinics and assess for side effects of prostate cancer and its treatment.
- Act as a primary resource for prostate cancer in the provision of high quality, culturally sensitive patient care in partnership with patients and their significant others, other members of the multidisciplinary team, GP's and community care providers
- Manage and co-ordinate supportive care needs of prostate cancer patients
- Develop continuous improvement activities in which prostate cancer patient care outcomes are regularly evaluated



Leadership

- Maintains and fosters relationships with appropriate internal and external stakeholders.
- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanour and serves as a role model for all nursing staff, both as a clinician and in line with behavioural expectations.
- Provides leadership in clinical situations demanding action.
- Take accountability for own actions and others under direction and sphere of responsibility
- Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that support and recognise individual and collective team contribution.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and supports succession planning.
- As an expert resource, provides expert clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer focussed model of care.
- Exhibit a high level of emotional self-control and flexibility in complex, changing, and/or ambiguous situations and when confronted with challenges



Research

- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.

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- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Lead quality or practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program or organisational level
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absence of high-level evidence
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature



Evidence Based Practice

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in nursing practice
- Participate in new initiatives to enhance patient and consumer outcomes and experience, or staff employment outcomes and experience
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Work with less experience nurses to develop their capabilities
- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Exchange and share information from participation in seminars and conferences with colleagues via huddles, in-services, presentations, education forums, team and other meetings
- Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and consumers/families.
- Promote the development of, and involvement in, professional networks and learning communities
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options



Clinical Expertise

- Represents clinical specialty in multidisciplinary working groups
- In a consulting capacity, provides clinical nursing expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level nursing assessment, care planning and interventions/procedures.
- Is responsible for a timely response to referrals and manages and helps others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team
- Provides an efficient and customer focussed service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the needs of consumers, staff and organisation.
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines

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<p>In addition to the key responsibilities specific to your role, you are required to deliver on the Key Organisational Accountabilities which are aligned with the Western Health strategic aims.</p>
<p>Key Working Relationships</p>
<p>Internal:</p> <ul style="list-style-type: none"> • Director of Nursing and Midwifery • Divisional Director • Clinical Service Director • Operations Manager • Heads of Units • Medical staff • Nurse Unit Manager • Nursing staff • Community Participation and Cultural Diversity Department • Cancer Services (Ambulatory and in-patient) • Oncology Research Department <p>External:</p> <ul style="list-style-type: none"> • Prostate Cancer Foundation of Australia (PCFA) • Director, Nursing Programs (PCFA) • Manager, Nursing Programs (PCFA) • Department of Health (DOH) • Prostate Cancer Support Groups • Non- government agencies • Prostate Cancer Nursing Practice and Capability Framework • Practitioners Western & Central Melbourne Integrated Cancer Services • Cancer Nurses Society of Australia • General practitioners and broader Western Health Community Partners
<p>Selection Criteria</p>
<p>Essential:</p> <ul style="list-style-type: none"> • Current registration as a Registered Nurse with AHPRA • Experience working in a senior clinical role (CNS or above). • Have completed or be working towards a Post Graduate Diploma in cancer care or urological nursing • Demonstrated analytical and problem-solving skills • Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills • Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision • Demonstrated time management, organisation and planning skills • High level verbal and written communication skills • Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite • Demonstrated commitment to quality improvement, developing and improving personal education and skills appropriate to the position • Demonstrated competency and knowledge to effectively undertake basic health care education. • Experience in the development, implementation and review of policy, procedures and guidelines. • Current Victorian driver's license <p>Desirable:</p> <ul style="list-style-type: none"> • Minimum 5 years experience in prostate cancer, urology, or oncology nursing • Evidence of prior service delivery planning • Demonstrated knowledge of quality management and improvement methodologies • Demonstrated experience in research projects and publication of research activities.

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- Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals.

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- 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 Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act regarding the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs.
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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