Position Description

Position Title:	Goulburn Region Palliative Care Consultancy Service - Clinical Nurse Consultant
Reports to:	Divisional Operations Director Subacute and Home Based Care.
Department:	Palliative Care
Directorate:	Clinical Operations
Cost centre:	F0307
Code & classification:	Clinical Nurse Consultant C, Year 1 (ZA7) or 2 (ZA8)
Employment conditions:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 and to the GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Goulburn Region Palliative Care Consultancy Service (operated through GV Health) provides secondary specialist palliative care, advice, support and education to health professionals across the Goulburn area of the Hume Region.

This Clinical Nurse Consultant role is part of the specialist team that provides both inpatient consultancy support to GV Health as well as consultancy for patients at other health services across the Goulburn Region of Hume and patients who are cared for by Community palliative care services.

This role is part of a dedicated team that includes Specialist Palliative Care Physician, Palliative Care Registrar and HMO as well as other Clinical Nurse Consultants and administration support.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

- Work collaboratively with the GRPCCS team and other regional providers involved in palliative care delivery.
- Provide expert clinical support, advice and mentoring to GV Health inpatient units, Goulburn Valley Hospice Care Service Inc, Moira Palliative Care, Lower Hume Palliative Care, Benalla Palliative Care Service and staff across these sites.
- Support to develop and deliver education for providers across the Goulburn Region of Hume.
- Work collaboratively with General Practitioners, Aged Care Services and other specialist services to support best-practice palliative care.
- participate in regular multidisciplinary patient review meetings across sites as required.

- Collect, review and report activity data to meet Department of Health requirements and inform service development.
- Participate in quality improvement activities, audits, research and accreditation; use findings to support service improvement.
- Support the development and review of policies and guidelines relevant to palliative care across GRPCCS sites.
- Participate in GV Health, sub-regional, regional and state forums as required, including as a core member of the Hume Region Palliative Care Advisory Group (CAG) and the Victorian Palliative Care Clinical Network.
- Deliver high-quality, consumer-centred care that reflects best practice, involves consumers and families/carers in decision-making, and upholds consumer rights, confidentiality and open disclosure.
- Maintain accurate clinical records that meet professional and legal standards.
- Seek guidance from a Specialist Palliative Care Physician for complex symptom management.
- Collaborate and communicate effectively with all members of the interdisciplinary team across acute and community settings to achieve optimal consumer outcomes.
- Maintain current clinical knowledge, skills and competencies through professional development, mandatory training, credentialing and working within defined scope of practice.
- Support the development of others by acting as a clinical resource, providing supervision to less experienced staff, and facilitating PEPA placements.
- Participate in committees and professional groups and disseminate relevant information.
- Accept accountability for own practice, seek guidance when required, and contribute to a culture of continuous improvement through feedback, goal-setting and annual performance review.
- Maintain individual responsibility for consumer safety, quality and risk; identify, report and manage risks; contribute to organisational quality and safety initiatives; minimise infection risk; and comply with the National Safety and Quality Health Service Standards, relevant legislation, GV Health's Clinical Governance Framework and clinical practice guidelines.

KEY SELECTION CRITERIA

Formal Qualification(s) and Registration(s) Requirements:

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse
- Post Graduate Qualification in palliative care

Essential:

- Extensive clinical experience in palliative care delivery and service
- Excellent communication skills and ability to provide education and training to other clinicians
- Demonstrated capacity to maintain and review data
- Demonstrated ability to work both independently and as a member of a team across many varied situations
- Current Victorian Drivers Licence

Desirable:

- Ability to be flexible in rostered working hours

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of:

- Demonstrating of GV Health CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Regular education delivery, coordination and evidence of feedback.

- Participation in Quality improvement activities that improve service delivery
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the annual Performance and Development review process

ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Clinical Operations	**Clinical Nurse Consultant**
Reviewed by:	Clinical Director of Palliative Care and DOD Subacute and Home Based Care
Issue Date:	November 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: Values and Vision - GV Health

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: Strategic Plan 2024-2026 - GV Health

FOR MORE INFORMATION

Application tips: Application Tips - GV Health
GV Health: https://www.gvhealth.org.au/about/
Child Safety and Wellbeing: Child Safety and Wellbeing - GV Health
Living in Goulburn Valley: Goulburn | Regional Living Victoria
GV Community Connector: Community Connector Program for Businesses