

**POSITION:** **Palliative Care Registered Nurse – Division 1**

**REPORTS TO:** **Nursing Operations Manager**

**DATE UPDATED:** **January 2025**

## ORGANISATIONAL ENVIRONMENT

MCM (Melbourne City Mission) is a leading community services organisation that innovatively works alongside thousands of Victorians and their communities to overcome barriers experienced through Homelessness, Early Years, Disability, Palliative care, Early Childhood Intervention Services and Education.

With deep experience working with communities experiencing disadvantage, MCM advocates for systemic change, working across all sectors to sustainably disrupt such disadvantage.

Since 1854, MCM has been striving for those experiencing disadvantage to live their life, their way.

## JOB CONTEXT

This position is located within the MCM Palliative Care Division and implements MCM's commitment to the ongoing development to best practice in palliative care. MCM Palliative Care (MCMPC) was established in 1981 as the first community-based palliative care service to operate in Victoria. The service aims to enhance quality of life by providing specialist, interdisciplinary health care and practical support for people living with a terminal condition and their families and carers including the management of complex symptoms, loss, grief and bereavement. The service is provided to residents of the local government areas of Darebin, Hume, Merri-bek and Yarra in accordance with the Palliative Care Australia's Standards for Providing Quality Palliative Care for all Australians.

Working as a member of an interdisciplinary team and in collaboration with external health professionals, the Palliative Care registered nurse will provide palliative care to MCMPC clients in accordance with the values, policies and procedures of MCMPC, and within the philosophy and organisational values of MCM. MCMPC provides a 7 day per week 24-hour service. Roster includes morning, afternoon shifts and occasional on call.

## JOB OBJECTIVES

The Palliative Care Registered Nurse will provide initial and ongoing nursing assessment and psychosocial screening for all clients admitted for care. The outcomes of the assessment are used to coordinate and plan appropriate ongoing nursing care in partnership with external service partners and other services within MCMPC catchment.

### **Duties of this role may include but are not limited to the following:**

#### **1. Client care**

- Demonstrate high level of skill in clinical decision making:

- Problem identification and solution
- Analysis and interpretation of clinical data
- Maintenance and improvement of clinical standards
- Provide comprehensive assessment and regular review of palliative care clients, using a holistic and anticipatory approach.
- Screen clients, carers and families for clinical, psychosocial and spiritual needs, focusing on strengths and challenges, social supports, financial and legal concerns.
- Assess client nursing needs and the carer's ability to provide care at home.
- Assist clients in evaluating symptom control, setting goals and plans.
- Provide support, advice, education and advocacy for clients and carers of diverse ages, cultures and backgrounds.
- Initiate and participate in ongoing advance care planning with all clients and primary carers.
- Initiate and participate in the preparation for end of life with all clients and primary carers.
- Plan and coordinate services (with other agencies or disciplines) relating to end of life care with all clients and carers.
- Anticipate after-hours requirements and ensure preparations are in place for client and carer should the need for after-hours care arise.
- Ensure that client care meets professional, organisational, legal and ethical requirements at all times.
- Deliver a high standard of care regardless of clients' or colleagues' differing values, beliefs, culture, and social context.

## 2. Improving organisational performance

- Active participation in MCMPC quality and benchmarking activities:
  - Australian Council on Healthcare Standards
  - Palliative Care Outcomes Collaboration (PCOC)
- Participate in mandatory organisational competencies relating to clinical practice, quality and OH&S requirements
- Provide client centred care at all times
- Provide evidenced based practice
- Demonstrate evidence of effective time management

## 3. Accurate documentation

- Ensure all elements of client records are complete, including consent forms, care plans, symptom assessment tools and evaluation of interventions

- Comply with MCMPC client documentation requirements and other administrative systems
- Comply with organisation data requirements e.g. Victorian Integrated Non – Admitted Health (VINAH) minimum dataset

#### 4. Interdisciplinary teamwork and collaboration

- Contribute to excellent interdisciplinary practice
- Demonstrate evidence of participation in the MCMPC culture of peer support, reflective practice and culture of feedback
- Provide support, advice and education to external providers as required
- Promote respectful and constructive team relationships
- Uphold a professional manner to managing conflict and take a resolution approach to achieving outcomes

#### 5. Professional development/behaviour

- Membership of relevant professional organisation/s
- Act as a positive role model
- Act as a resource person to others in relation to clinical practice
- Participate in regular supervision.

#### 6. Education/Research

- Participate in education opportunities
- Undertake own planned professional development through various forms of continuing education
- Support and contribute to quality improvement and research projects within area of practice

All staff are expected to:

- Demonstrate an understanding of MCM policies and procedures
- Participate in MCM quality improvement activities
- Maintain a professional appearance
- Ensure familiarity and compliance with Occupational Health and Safety requirements
- Undertake projects and duties as directed by the Nursing Operations Manager

#### KEY RELATIONSHIPS

This position may have relationships with a diverse range of MCM employees, external service providers, organisations and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples of key relationships are detailed in the following table:

- |                               |   |
|-------------------------------|---|
| <b>Internal Relationships</b> | <ul style="list-style-type: none"> <li>• Work collaboratively and promote effective relationships with all members of the interdisciplinary team including staff and volunteers.</li> </ul>   |
| <b>External Relationships</b> | <ul style="list-style-type: none"> <li>• Work with clients, carers and families.</li> <li>• Collaborate with, support, advise and educate external providers as required</li> <li>• Promote effective relationships with general practitioners, palliative care consultancy teams and palliative care units.</li> </ul> |

#### KEY SELECTION CRITERIA

**Essential:**

- Registered Nurse Division 1 with current certification from the Australian Health Practitioner Regulation Agency (AHPRA)
- Minimum 4 years' postgraduate work experience
- Postgraduate qualifications in palliative care and/or oncology, or working towards
- Demonstrated high level of skill in clinical decision-making
- Competence with electronic client records and well-developed computer skills
- Excellent written and verbal communication and negotiation skills
- Sensitivity to people living with a terminal condition and those who are dying or bereaved
- Ability to work independently with minimal supervision
- Ability to work collaboratively within an interdisciplinary team setting
- Excellent time management and organisational skills
- Able to participate in an on-call roster, as required
- Satisfactory completion of safety screening including a National Police check, International Police check (if required), a current Victorian Working with Children Check (Employee), current Victorian Drivers Licence, and the right to work in Australia.

**Desirable:**

- Nursing experience in a community setting
- Demonstrated knowledge of aged care and/or chronic illness

#### ORGANISATIONAL REQUIREMENTS AND COMMITMENTS

**Workplace Health & Safety:**

MCM's strategy is to create a working environment in which we have zero tolerance for compromised worker safety. As an employer we endeavour to provide a working environment

that is safe for all employees and clients and adheres to Occupational Health & Safety regulations as an employer.

As an employee, you also have Occupational Health & Safety responsibilities as follows:

- To comply with all MCM policies related to Occupational Health and Safety in the workplace.
- Take reasonable care of your own health and safety in addition to the health and safety of your colleagues and clients who may be affected by your acts or omissions in the workplace.

#### **Client Wellbeing and Safety:**

We are committed to the safety and wellbeing of children, young people, people with a disability and other vulnerable people. We have a zero tolerance of abuse and neglect of all vulnerable people and are committed to actively contributing to a safe organisation in which children, young people, people with a disability and vulnerable people are protected from violence, abuse and neglect. All employees are required to comply with the Child Safe Standards.

#### **Operational Accountability:**

MCM is committed to operating efficiently, ethically and remaining operationally and financially sustainable.

As an employee you are expected to operate within the requirements of our accreditation, registrations, delegations and work responsibilities as detailed in our various policies and procedures, Code of Conduct and regulatory guidelines.

#### **COMPLIANCE**

As an employee, you are expected to comply with the following:

- Comply with and actively support all position, division and organisational policies and procedures.
- All employees are subject to MCM's Employment Safety Screening Procedure.

#### **LEADERSHIP CAPABILITY FRAMEWORK**

In addition to the key selection criteria, applicants should be able to demonstrate the following attributes:

KEY AREA	BEHAVIOURAL CAPABILITIES
<b>PARTNERSHIPS</b>	<p><b>Customer Focused</b></p> <p>We do our best work when we understand people and enable them to direct their own lives. We partner with others to provide access to what they need locally.</p>

<b>PARTNERSHIPS</b>	<b>Resolves Disagreements</b> Addresses and resolves conflict constructively. Defuses dispute to achieve mutually beneficial outcomes for all parties.
<b>PARTNERSHIPS</b>	<b>Credibility &amp; Integrity</b> Establishes credibility and trust in the eyes of clients, colleagues, regulators, funders and partners. Is recognised being principled and as having expertise as a leader.
<b>REPUTATION</b>	<b>Provable Results</b> Is accountable. Delivers measurable outcomes. Driven and energetic; striving to meet targets and quality outputs for customers and colleagues.
<b>REPUTATION</b>	<b>Doing the Right Thing</b> Manages resources wisely to deliver sustainable value for service users and those who contract those services. Looks to reduce waste and duplication of effort.
<b>PEOPLE</b>	<b>Resilience &amp; Bounce Back</b> Deals effectively with unexpected challenges and adversity. Quickly recovers to take a positive stance to set backs and disappointments.
<b>PEOPLE</b>	<b>Wins Hearts &amp; Minds</b> Contributes to an environment where people want do their best work, and show commitment to the One MCM Purpose and Philosophy.
<b>PEOPLE</b>	<b>Builds Capability &amp; Realises Potential</b> Plays an active role in their own and others' development. Encourages and inspires others to realise ambitions and potential.
<b>PEOPLE</b>	<b>Challenge &amp; Change</b> Forward thinking. Challenges the status quo and looks for innovative solutions to how MCM can make a positive difference.
<b>PEOPLE</b>	<b>Safety First</b> Always puts safety first. Creates a safe, healthy and caring workplace that is expressed in all operational activities and interactions with others.

## OUR VALUES

Employees are expected to commit to and demonstrate MCM's values:

- We are inclusive and accepting of difference.
- Together** We work in highly effective teams and our people are connected across our organisation.
- We engage proactively with others to deliver outcomes.

---

We speak up constructively in line with our convictions.

- Courageous**
- We pursue our goals with determination.
  - We are passionate about our advocacy role.
- 

We are inquisitive and ask why.

- Curious**
- We challenge the status quo.
  - We actively explore the alternatives.
- 

We are transparent and have genuine, honest interactions.

- Open**
- We listen and hear people's voices.
  - We value and respect the autonomy of clients.
  - We trust one another.
- 

We act safely in all our interactions.

- Accountable**
- We manage within our financial and resource boundaries.
  - We own our outcomes and decisions.
  - We are proud of the work that we do.