

**Position Title:** McGrath Cancer Care Nurse (MCCN) - Haematology

**Campus:** Horsham and Ballarat

**Directorate:** Hospitals

**Department:** Ambulatory Care and Cancer Service

**Reporting to:** Director Ambulatory Care & Cancer Services

**Indirect Reports:** Head of unit Haematology

### Appointment Terms/Conditions:

**Classification and Code:** Registered Nurse Division 1 Range: RN CNS YS9 CAPR 1 -> RN CLIN CONS ZA7 CAPR 4.1 (Depending on experience)

**Enterprise Agreement:** Nurses & Midwives (Victorian Public Health Sector) Single Interest Employers) Enterprise Agreement.

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit [www.grampianshealth.org.au](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

## **POSITION PURPOSE**

The MCCN (Haematology) provides care, information, and support for people with blood cancer across the continuity of care pathways and in conjunction with multidisciplinary teams across the blood cancer care community within the health service, great cancer care network and region. The MCCN (Haematology) will provide collaborative clinical and supportive care for people and their families, along with the facilitation of communication across the multidisciplinary blood cancer care team.

The MCCN (Haematology) will have expert knowledge regarding the spectrum of blood cancer care, inclusive of health assessment, treatment pathways, referrals, and on-going facilitation of clinical and supportive care.

## **KEY ACCOUNTABILITIES:**

### **Leadership and Management**

The MCCN (Haematology) provides leadership that facilitates the ongoing development of clinical practice that reflects the McGrath Model of Care.

- Acts as a role model and an expert clinician in services to people with blood cancers
- Leads, establishes, and reviews clinical guidelines in the area.
- Provides leadership in the ongoing review of clinical practice, ensuring it is evidence based, and benchmarked against peers to ensure best practice
- Assumes leadership roles, which promote broader advancement of clinical practice. For example, membership of committees, leadership of position papers and development of advanced nursing practice standards
- Promotes adherence to the Code of Ethics for Nurses in Australia and the Code of Professional Conduct for Nurses in Australia
- Leads branding and awareness of the role and building of internal and external relationships, including referral pathways to the MCCN (Haematology) service

### **Operational Responsibilities**

The MCCN (Haematology) assesses the individual needs of the person with blood cancer, their families and carers and co-ordinates relevant support services in hospital and/or the community including palliative care services.

- The MCCN (Haematology) works in collaboration with the cancer nurses within the Health Service and greater cancer care network including telephone/telehealth cancer support services
- The MCCN liaises closely with the haematology, oncology, radiation oncology, palliative care and allied health departments ensuring the continuity of care and services to people with blood cancer
- The MCCN actively facilitates timely communication within the multidisciplinary team (including Primary Health care providers) relating to treatment plans, clinical and supportive care needs of the person with blood cancer and their families
- The MCCN provides specialised and relevant education and information on the person's blood cancer diagnosis and relevant supportive care resources
- The MCCN actively participates in the multidisciplinary team to contribute to treatment planning.
- The MCCN is funded by the McGrath Foundation. The Foundation will supply the nurse with sufficient information and material about the Foundation to enable them to promote the objectives and interests of the Foundation. The Foundation will provide the nurse with appropriate notice of any promotional activities that they may be required to attend
- The MCCN is available by phone or pager within business hours to answer queries and provide advice regarding the care of people with blood cancer
- The MCCN will be required to meet operational requirements of the McGrath Foundation agreed to with Grampina Health

- Ensures specific data required by the Foundation is added to the relevant McGrath Foundation controlled database on a regular and timely basis
- Attends and actively participates in McGrath Foundation education and information sharing events

### **Resource management**

The MCCN (Haematology) develops, facilitates, implements and evaluates care management plans for people with blood cancer and other complex health needs.

- Provides an expert person-centred consultancy practice both within and across specialties, participating in direct care provision
- Develops specialised education resources for people with cancer and their carers
- Identifies and uses innovative clinical and best practice models e.g., implementation and evaluation of new treatments, technologies and therapeutic techniques relating to the specialty
- Provide clinical assessment, treatment and management for people with blood cancer, using appropriate clinical pathways, in order to promote the most efficient service to these people
- Facilitates and co-ordinates the care of people with blood cancer in consultation with the multidisciplinary team
- Recognises the ability of the person with blood cancer to benefit from the input of multidisciplinary team members and make relevant referrals
- Participates/collaborates in the design and conduct of quality improvement initiatives

### **Education**

The MCCN (Haematology) contributes to the development and delivery of speciality related education programs.

- Participates in both formal and informal education programmes
- Identifies clinical education needs
- Collaborates with others in the development and delivery of education programmes
- Develops educational resources for nurses and other health care professionals
- Participates in the orientation of staff

### **Clinical Services Planning and Management**

The MCCN(Haematology) participates in the formal processes for the strategic and operational planning for the clinical service. The role also involves the organisation and delivery of specialist consultant service.

- Identifies future issues and new directions for blood cancer care services
- Contributes to formal service and strategic planning processes within the organisation
- Provides on-going comprehensive analysis of current practice and the impact of new directions on the clinical specialty service

## **KEY SELECTION CRITERIA**

The MCCN (Haematology) must demonstrate the following requirements:

### **Essential Criteria:**

- Post Graduate qualifications in cancer nursing – Haematology/oncology Nursing
- AHPRA Nursing Registration Division 1
- Minimum of 5 years full time equivalent post registration experience as a registered nurse with at least 3 years recent full time equivalent experience in caring for people with blood cancers

### **Selection Criteria:**

- Demonstrated ability to assess, plan, initiate and manage complex cases at an advanced level
- Demonstrated understanding of the physical, and psychological needs of people with blood cancers,
- Demonstrated advance clinical experience in both acute and chronic haematological conditions
- Proven ability to implement change and develop direction in clinical practice by the use of evidence-based research and best practice principles

- Excellent interpersonal oral and written communication skills and the ability to provide, information and education effectively to people with cancer, their families, and carers
- Demonstrated effective organisational and time management skills and the capacity to successfully manage competing priorities and meet deadlines
- Demonstrated ability to work independently and as part of a multidisciplinary team
- Demonstrated excellent collaborative, leadership, and teaching skills
- Experience in the development, implementation and review of policy, procedure, and guidelines
- Experience in strategic and clinical service planning

## **ORGANISATIONAL REQUIREMENTS**

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders. • In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.