

Position Title: Voluntary Assisted Dying (VAD) Regional Care Navigator (job Share)
Directorate: Chief Medical Officer
Department: Clinical Director Primary and Aged Care
Reporting to: **Internal** – Clinical Director Primary and Ambulatory Care
Operational - Director, State-wide VAD navigator service

Key Relationships:

Internal

- Executive sponsor voluntary assisted dying
- Health service clinical teams

External

- Director, VAD statewide navigator service
- VAD state-wide navigator service
- Individuals requesting VAD, their families and their usual healthcare team
- VAD medical practitioners across the region
- Primary Health Network/s
- Health services (public and private) clinical teams and leadership - GPs, specialists, end of life and palliative care services
- Residential aged care providers

Appointment Terms/Conditions:

Classification and Code: Clinical Nurse Consultant C (ZA7)
Social Worker Grade 3 SC33

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Allied Health Professionals (Victorian Public Sector (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration <i>We are stronger together.</i>	Compassion <i>We show that we care.</i>	Accountability <i>We do what we say and say what we do.</i>	Respect <i>We appreciate and value all people.</i>	Innovation <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

Victorians nearing end of life who meet defined eligibility criteria may request assessment for Voluntary Assisted Dying (VAD) under the Voluntary Assisted Dying Act 2017. Recent legislative amendments have been passed by Parliament and will come into effect by April 2027.

The Statewide Voluntary Assisted Dying Care Navigator Service comprises a team of highly skilled nursing and allied health clinicians across Victoria. The service provides a central point of contact for the community, health practitioners and health services seeking information or support in accessing or delivering VAD.

The Grampians Health VAD Navigator is a shared position within the Grampians Region. It is a senior clinical and program leadership role, responsible for the delivery of the navigator service across the region, supported by the Melbourne-based statewide service and Director.

The Navigators:

1. Provide information and practical support to people, carers and families, tailored to an individual's circumstances, including identifying appropriate VAD referral pathways.
2. Support VAD assessing medical practitioners to navigate and comply with legislated processes.
3. Build skills and capacity across the region through ongoing professional education, supporting health services to develop, review or implement appropriate policies and procedures.
4. Identify service gaps and lead the planning and delivery of continuous service improvement.

KEY ACCOUNTABILITIES

Information and support to individuals seeking voluntary assisted dying assessment.

Provide information and practical support to people, carers and families, tailored to an individual's circumstances, including identifying appropriate VAD referral pathways.

- Information provided is timely, accurate and compliant with VAD legislation and processes
- Individualised discussions reflect the person's clinical, psychosocial and end-of-life context
- Appropriate referral pathways are identified and facilitated, to VAD assessing doctors, health services and end-of-life supports
- When ineligible, the person is linked to suitable alternative supports
- Support Package information (funding to support equity of access) is provided appropriately to people seeking VAD and health professionals
- Actions comply with Federal Criminal Code requirements

Information and support to VAD assessing doctors

Support VAD assessing medical practitioners to navigate and comply with legislated processes.

- Provide accurate and timely guidance and support to VAD assessing doctors with administrative requirements of the Voluntary Assisted Dying Act 2017
- As appropriate, plan and facilitate training days for doctors to complete the mandated online training that enables them to complete voluntary assisted dying assessments

Build skills and capacity across the region

Provide ongoing professional education, supporting health services to develop, review or implement appropriate policies and procedures.

- Be a reliable source of VAD expertise for clinicians and health services
- Maintain effective communication pathways between all providers (participating and non-participating) to support holistic care
- Facilitate practitioner support throughout the VAD process as needed
- Deliver ongoing education and upskilling on legislation and clinical considerations to clinicians, health services and relevant facilities as needed
- Promote equity of access by collaborating with regional clinicians and health services to address barriers and support consistent VAD access

Continuous service improvement

Identify service gaps and lead the planning and delivery of continuous service improvement.

- Issues and risks are identified and solutions implemented to support equitable VAD access
- Support growth and sustainability of the region's VAD medical practitioner workforce through opportunities for doctors to complete the mandatory training and support to remain involved in VAD

ORGANISATIONAL CONTEXT

- Compliance with all Grampians Health Policies and Procedures.
- Participation in the Grampians Health integrated risk management and quality improvement 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. 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.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with the values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

KEY SELECTION CRITERIA

Essential Requirements

- Tertiary qualification in a health-related field
 - Relevant professional registration (e.g. AHPRA)
 - Advanced communication skills (written, verbal and non-verbal) and strong interpersonal skills to liaise effectively with a wide range of people and services
 - Demonstrated ability to apply adaptable problem-solving, critical thinking and sound decision-making
 - Ability to work independently and prioritise workload in a fluctuating environment
 - Demonstrated experience in implementing improvement initiatives
 - Proficiency in core computer skills and commonly used health-sector programs
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- Willingness and ability to drive to attend home visits or health services (own vehicle or health-service vehicle; note that travel costs are reimbursed if using own vehicle)
- Understanding of the Victorian health system and ability to identify appropriate referral pathways and/or coordinate access to voluntary assisted dying

Desirable requirements

- Clinical understanding of how accessing voluntary assisted dying may affect end-of-life care
- Experience in leading or contributing to cultural change that improves consumer or clinician experience
- Experience and expertise in community liaison, particularly with medical practitioners and health services
- Experience in developing and delivering education for healthcare professionals
- Comprehensive understanding of the Victorian Voluntary Assisted Dying Act 2017

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.